SELECTED ANNOTATED BIBLIOGRAPHY

ON EMPLOYABILITY

Focus: From Social Assistance to Work

ERN RAMPE

THE CANADIAN COUNCIL ON SOCIAL DEVELOPMENT
LE CONSEIL CANADIEN DE DÉVELOPPEMENT SOCIAL

POLICY CONCEPTS

THE COOPERS & LYBRAND CONSULTING GROUP

Employability Resources Network

The Employability Resources Network (ERN) is a three-year demonstration project funded by Employment and Immigration Canada under the Innovations program.

ERN is the responsibility of three organizations: The Canadian Council on Social Development, The Coopers & Lybrand Consulting Group, and The Norton Group.

ERN's purpose is to explore and evaluate methods for helping unemployed people get off social assistance and back into the job market, through employability programs currently under way across Canada.

ERN will select at least 10 to 15 demonstration projects for an in-depth evaluation of the different approaches used to help social assistance recipients and others re-enter the labour force. It will assess the projects' effectiveness for different groups, such as older unemployed workers, women, native people, disabled persons, visible minorities and youth.

ERN will establish a standardized framework for evaluating employability enhancement projects. The framework will provide useful information not only for government policy-makers, but also for business, social service and employment agencies, and program administrators.

ERN will develop an information resource centre. It will include an inventory of national and international employment projects, an evalution data base and a documentation library. A communications network will serve organizations and individuals in the employment enhancement field.

The Employability Resources Network,
55 Parkdale Avenue,
Ottawa K1Y 1E5. Tel: (613) 728-1879.
Fax: (613) 728-9387.
Strategic Management Committee: Keith Norton, The Norton Group; Terrance Hunsley, CCSD; J.P. Herzog, Coopers & Lybrand Consulting Group
Contract Administration/Technical Support: Coopers & Lybrand Consulting Group (613) 237-3702
Communications: CCSD (613) 728-1865 and Media Concepts Communications (416) 486-1800
Information Resources: CCSD
Demonstration Evaluation: Coopers & Lybrand Consulting Group
Quebec Liaison: CCSD (514) 288-1687

Ressources pour l'amélioration des possibilités d'emploi

Le projet Ressources pour l'amélioration des possibilités d'emploi (RAMPE) est un projet témoin d'une durée de trois ans financé par Emploi et Immigration Canada dans le cadre du programme Innovations.

Trois organisations assument la responsabilité de RAMPE : le Conseil canadien de Développement social, Coopers & Lybrand Consulting Group et Le Norton Group.

Le mandat de RAMPE est d'explorer et d'évaluer, dans le cadre de programmes d'amélioration des possibilitiés d'emploi ayant cours dans l'ensemble du Canada, différentes formules pouvant aider les chômeurs à se soustraire à l'aide sociale et à réintégrer le marché du travail.

RAMPE sélectionnera dix à quinze projets témoins pour évaluer minutieusement les différentes stratégies favorisant la réinsertion des assistés sociaux et d'autres personnes sur le marché du travail. Il appréciera l'efficacité des projets visant différents groupes tels que les chômeurs d'un certain âge, les femmes, les autochtones, les handicapés, les minorités visibles et les jeunes.

RAMPE élaborera un schéma d'évaluation destiné aux projets d'améloiration des débouchés. Ce schéma fournira des renseignements utiles non seulement aux décideurs politiques du gouvernement, mais aussi aux entreprises, aux organismes de services sociaux et d'emploi, et aux administrateurs de programmes.

RAMPE créera également un centre national de documentation. Celui-ci comprendra l'inventaire des programmes d'amélioration des perspectives d'emploi mis en place au Canada et à l'étranger, une base de données sur l'évaluation et un centre de documentation. Un réseau de communication sera à la disposition des organismes et des particuliers qui s'occupent de l'amélioration des perspectives d'emploi.

Ressources pour l'amélioration des possibilités d'emploi, 55, avenue Parkdale, Ottawa K1Y 1E5.
Tél.: (613) 728-1879.
Télécopieur: (613) 728-9387.
Comité de gestion stratégique: Keith Norton, Le Norton Group; Terrance Hunsley, CCDS; J.P. Herzog, Coopers & Lybrand Consulting Group
Administration des contrats/support technique: Coopers & Lybrand Consulting Group (613) 237-3702
Communications: CCDS (613) 728-1865 et Media Concepts Communications (416) 486-1800
Ressources documentaires: CCDS
Évaluation des projets témoins: Coopers & Lybrand Consulting Group
Liaison au Québec: CCDS (514) 288-1687

91-05055/

SELECTED ANNOTATED BIBLIOGRAPHY

ON EMPLOYABILITY

Focus: From Social Assistance to Work

Second Edition
September 1990

Copyright © 1991 by the Employability Resources Network. All rights reserved. No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, or by any information storage or retrieval system, without permission in writing from the Employability Resources Network.

Additional copies are available for $5.00 each and may be obtained by writing to the Employability Resources Network.

Published 1991.
Employability Resources Network
55 Parkdale Avenue
Ottawa, Ontario K1Y 1E5
Tel.: (613) 728-1879. Fax: (613) 728-9387

ACKNOWLEDGEMENT

This annotated bibliography presents our second edition of literature on employability. Due to the expanded number of entries, the French and English bibliographies are published separately. We invite readers to notify us of any relevant authors or works that might be included in case a future edition is feasible.

This work is only one of the many products and services of the ERN Information Resource Centre. Your comments on its usefulness, in terms of its content, presentation, and organization, would be appreciated.

The literature review is designed as a companion to the annotated bibliography and is printed under separate cover. It is available through the ERN information Resource Centre.

Our thanks to Nahid Faghfoury for the English and Claude Quiviger for the French literature review and annotated bibliography, Odette Barrington for extensive verification of references, and Paula Bright for co-ordinating the project.

Harry MacKay
Director
Information Resources Centre
Employability Resources Network

SEP90

TABLE OF CONTENTS

BIBLIOGRAPHIES	PAGE
Canada	
Disabled Persons	1
Older Workers	3
Other	3
Single Parents	13
Social Assistance Recipients	14
Women	21
Youth	23
United States	
Disabled Persons	27
Employment Disadvantaged	28
Other	29
Single Parents	38
Unemployed	44
Visible Minorities	44
Welfare Recipients	45
Women	51
Youth	53
International	
Disabled Persons	56
Employment Disadvantaged	56
Older Workers	57
Other	58
Single Parents	59
Unemployed	60
Youth	60
LIST OF JOURNALS	62

BIBLIOGRAPHIES

CANADA

Disabled Persons

Burt Perrin Associates. Innovative Approaches to Employment for Persons with Disability, Ottawa: Disabled Persons Participation Program, Department of the Secretary of State of Canada, 1987.

This study identifies and describes innovative projects across Canada which assist in the employment of people with disability. 163 innovative community employment projects were identified which can be classified as: placement and employment services; supported employment projects; affirmative businesses; work experience/training projects; and some mixed models.

KEY WORDS: CANADA, 1987, ENGLISH, REPORT, DISABLED, PROJECT, WORK EXPERIENCE, SKILL TRAINING, PLACEMENT, INVENTORY

Conger, D. Stuart. International Perspectives on Swedish Labour Market Policies For the Disabled, Ottawa: Canadian Guidance and Counselling Foundation, 1988.

This paper is a presentation to the International Symposium on Labour Market Policies for the Disabled, Stockholm, November 15, 1988. It examines Swedish labour market policy that is aimed at the complete integration of disabled persons into occupational life and investing a large part of its budget on active measures instead of income maintenance for the disabled. It includes some examples from labour market policies of other countries regarding disabled persons.

KEY WORDS: CANADA, SWEDEN, CONFERENCE, 1988, ENGLISH, PAPER, INTERNATIONAL, DISABLED, WELFARE REFORM, COMPARATIVE, POLICY, SOCIO-ECONOMIC

Hedges, Donna M.; Wong, Betty; MacDonald, R. Bruce. Employment of the Learning Disabled: An Annotated Bibliography of Resource Materials for Education and Training , Vancouver: Vancouver Association for Children and Adults with Learning Disabilities, 1987.

The 300 items listed in this selected bibliography are a comprehensive and easy- to- use guide to assist the learning disabled in the transition from school to work; assist employers and employment agencies in the development of the training programs; and provide the instructor/counsellor with an up-to-date listing of professional tools. Items are arranged in different sections namely: General; Employers; Adults with learning disabilities; and Instructors and other training professionals. Each section is divided into subsections.

KEY WORDS: CANADA, 1987, BIBLIOGRAPHY, ENGLISH, DISABLED, EMPLOYMENT, SKILL TRAINING, VOCATIONAL TRANSITION

Muszynski, Leon. Alternatives to Welfare, Toronto: The Social Assistance Review Committee, Ministry of Community and Social Services, March 1987.

"The paper examines alternatives to welfare for disabled persons, sole support parents and unemployed employable persons. It proposes a universal disability insurance plan, and alternative methods of providing support to single parents such as increased family allowances, advance child maintenance payments, and child related housing allowances. The paper also proposes measures to reduce unemployment, create jobs and provide better employment support and training for welfare recipients".

KEY WORDS: CANADA, 1987, ENGLISH, SARC PAPER, DISABLED, SINGLE PARENTS, UNEMPLOYED, EMPLOYABLE, WELFARE REFORM

Ontario. Ministry of Labour. Taking Aim: Job Search Strategies for People with Disabilities, Toronto: Handicapped Employment Program, 1986, 106p. also available in French, and audiocassette (French or English)

This handbook outlines step-by-step strategies for the handicapped job hunter. Includes suggestions on organizing resume; sources for jobs; how to apply for a job; discussing disability; interview strategies; overcoming barriers; and follow-up to the interview. Includes a list of resources/services to aid the handicapped (various disabilities) in the job search.

KEY WORDS: CANADA, ONTARIO, BOOKLET, 1986, MANUAL, ENGLISH, FRENCH, DISABLED, JOB SEARCH

Perrin, Burt. Trends and Innovations Regarding Employment for People With Handicaps, Toronto: Burt Perrin Associates, 1986.

This report identifies some economic trends and implication of them for people with disabilities; and documents several approaches which have been successful in enabling people with disabilities who have limited education and training to work in a competitive environment.

KEY WORDS: CANADA, 1986, ENGLISH, DISABLED, SKILL TRAINING, UPGRADING, POLICY, SOCIO-ECONOMIC

Zdriluk and Associates Consultants. Work Futures: How work Trends Will Change Work for Canadians with Disabilities, Canada: Secretary of State Canada, November 1988.

The first nation-wide study to identify trends, issues and solutions which relates to employment in Canada, and examines the implications of these changes for persons with disabilities.

KEY WORDS: CANADA, 1988, ENGLISH, REPORT, DISABLED, ANALYSIS, ECONOMIC, SKILLS TRAINING, UPGRADING

Older Workers

Canadian Labour Market and Productivity Centre. Report of the CLMPC Task Forces on the Labour Force Development Strategy, Ottawa: The Centre, 1990.

This is the result of several task forces to determine the Canadian labour force development strategy of the 1990s. Section I provides an overview of the Labour Force Development Strategy and discusses the CLMPC consultation process. Section II contains a number of themes that emerged from the considerations of the task forces. Section III contains the reports of the task forces on: older workers; employment insurance beneficiaries; social assistance recipients; apprenticeship; co-operative education; entry level programs; and human resource planning.
CANADA, 1990, ENGLISH, FRENCH, REPORT, OLDER WORKERS, WELFARE RECIPIENTS, CO-OPERATIVE EDUCATION, PROGRAM DEVELOPMENT, POLICY, SOCIO-ECONOMIC,

Other

Alberta Career Development and Employment, Labour Market Information Division. Interim Assessment of the Employment Alternatives Program, Edmonton, Alberta, March 25, 1988.

This is a preliminary assessment of the impact of the Employment Alternatives Program (EAP). It discusses some of the major evaluation issues to be addresses in the more comprehensive evaluation, but does not include the examination of the program success or achievements. This assessment is based on information from surveys of program participants, administrative databases of both Career Development & Employment and Alberta Social Services, and non-representative qualitative surveys of employers participating in the program.
KEY WORDS: ALBERTA, CANADA, 1988, REPORT, EMPLOYMENT PROGRAM ASSESSMENT

Anderson, Stephen E. (George Brown College, Community Outreach Department). Evaluation Manual for Community-Based Training Programs, Toronto: Ontario Ministry of Skills Denvelopment, 1987.

This manual provides conceptual framework and practical guidance in designing and carrying out community-based evaluations as a whole, and of specific components common to many community-based training programs such as course content, work experience, and followup studies.
KEY WORDS: CANADA, 1987, ENGLISH, EVALUATION, COMMUNITY, MANUAL, SKILL TRAINING

Association of Municipalities of Ontario. The Future of Social Assistance in Ontario: Report to the SARC, Toronto: The Association, 1987.

In this report AMO examines the current mandate for reforming the income maintenance system. It examines the adequacy of the allowances in the present system; and the equity of the present system. The roles and responsibilities of municipal government within the new system are key questions. It recommends a single delivery system, run by municipalities because clients have more access to municipal government; and a full financial responsibility for provincial government.
KEY WORDS: CANADA, ONTARIO, 1987, ENGLISH, POLICY, GOVERNMENT, SOCIO-ECONOMIC, WELFARE REFORM, RECOMMENDATIONS

Bohnen, Elizabeth. (George Brown College, Community Outreach Department). Effective Proposal Development: A How-to Manual for Skills Training Programs, Toronto: Ontario Ministry of Skills Development, 1988.

This manual provides step-by-step guidance in both project development as well as proposal writing necessary to secure funding. It outlines the key pre-proposal steps; the key post-proposal steps; how to conduct a training needs assessment; how to assess labour market situation in order to identify suitable occupational areas for training; preparation of training plan; guidelines for the format and style of training proposal; and sources of information regarding current funders and organizations with proposal development and funding expertise.

KEY WORDS: CANADA, 1988, ENGLISH, SKILL TRAINING, PROGRAM DEVELOPMENT, MANUAL

Business Council on National Issues Task Force on Social Policy. Social Policy Reform and the National Agenda, Ottawa: The Council, December 1986.

In the light of the discussions about the effects of current socio-demographic, economic/technological and fiscal changes, this paper presents views and recommendations for policy reforms in four major areas of social policy including human resources development programs; income transfer and security programs; retirement income policies; and health care.

KEY WORDS: CANADA, 1986, ANALYSIS, PAPER, ENGLISH, SOCIAL POLICY, RECOMMENDATION, PROGRAM DEVELOPMENT

Canada. Parliament. Senate. Sub-Committee on Training and Employment. In Training, Only Work Works: Train Canadians and Create Jobs Without Increasing the Deficit, Inflation or Tax Rates, Ottawa: The Sub-Committee, December 1987.

This is the report of the Senate Sub-committee on Training and Employment established on October 30, 1986, to study two documents: The Consultation Paper on Training (1984), and Employment Opportunities: Preparing Canadians for a Better Future (1985).

It examines the relationships between training and job opportunities in the context of continuous economic change and labour market adjustment and allocation. It addresses questions such as how often the nature of jobs change?; how should Canadians train or re- train so as to be able to move more easily to emerging jobs or areas of study?; and how to create jobs and provide training without increasing in deficit, inflation or tax rate. It includes evidences from four European countries (Britain, France, Federal Republic of Germany, Austria) in dealing with training and re-training for jobs in a changing economy.

KEY WORDS: CANADA, 1987, ENGLISH, FRENCH, REPORT, TRAINING, JOB CREATION, PROGRAM DEVELOPMENT, ECONOMIC ANALYSIS, RECOMMENDATIONS

Cameron, Duncan; Sharpe Andrew (ed.). Policies for Full Employment, Ottawa: Canadian Council on Social Development, 1988.

This book originated from a project of the Income and Employment Committe of the Social Planning Council of Ottawa-Carleton. The Committee organized a Symposium on policies for Full Employment in the Fall of 1985, where all but two of the papers in this book were initially presented. The papers suggest policy alternatives and intervention models that could reduce unemployment and can increase the number of jobs available without any major political change.

KEY WORDS: CANADA, 1988, ENGLISH, BOOK, POLICY, ECONOMIC, UNEMPLOYED,

Canada. Employment and Immigration Canada (Dept.). The Canadian Jobs Strategy: A Review, Ottawa: Canadian Job Strategy Group, EIC, 1988.

This is an outline of The Canadian Job Strategy (CJS). It looks at the background to the development of the CJS; the focus of CJS including the discussion of the clientele; The analysis of the labour market trends and their impacts on employment and workers, and CJS related strategy on labour market programming; program administration and budget related issues; CJS program participants; CJS support to community development; CJS innovative programs of research and development; and finally the summary results of the CJS post-participation surveys.

KEY WORDS: CANADA, 1988, ENGLISH, FRENCH, CJS, REVIEW, REPORT, EMPLOYMENT, ANALYSIS, POLICY, SOCIO-ECONOMIC, PROGRAM ADMINISTRATION, SKILL TRAINING, PROGRAM DEVELOPMENT, COMMUNITY

Canadian Council on Social Development. Work and Income in the Nineties (WIN) - Working Paper No. 8, Ottawa: The Council, 1987.

This paper presents changes and recommendations for reforming Canada's income security system. It contains four parts. In the first part the current income security system is reviewed and in the second part changing needs that challenge the system are presented. The third part includes guiding principles for reform and long-term guidelines of where the system must go in order to adjust to the changing needs. The fourth part contains recommendations for immediate reforms.

KEY WORDS: CANADA, PAPER, 1987, ENGLISH, INCOME SUPPORT, WELFARE REFORM, ECONOMIC, ANALYSIS, POLICY, RECOMMENDATIONS

City of Halifax. Task Force on Approaches to Full Employment: A Critical Review of Income Support Programs in Metro Halifax, Halifax, N.S.: The Task Force, September 1988.

This working paper is intended to provide the basis of discussions at a two-day conference held in october 1988. It focuses on weaknesses in income support programs and the barriers that prevent access to training programs and to employment. The paper has been divided into four sections including the introduction to the trends in income support and employment in Nova Scotia; the discussion of barriers and disincentives to work; the existing gaps in the income support systems; and the critical review of education and training programs.

KEY WORDS: NOVA SCOTIA, CANADA, 1988, ENGLISH, PAPER, CRITIQUE, WORK INCENTIVES/DISINCENTIVES, SKILL TRAINING PROGRAM, EMPLOYMENT BARRIERS, TASK FORCE

City of Halifax. Final Report - Issues, Recommendations & Strategies - Task Force on Approaches to Full Employment: A Critical Review of Income Support Programs in Metro Halifax, Halifax, N.S.: December 22, 1988.

This report is part of the Task Force for reviewing the situation concerning the continuing increase in Halifax's social assistance caseloads. It was prepared for the October 1988 conference "New Visions: Directions for Social and Economic Change". In the first part, an overview of the problems facing City's social welfare systems is presented. The second part of the report contain priority recommendations and strategies to deal with those problems.

KEY WORDS: CANADA, NOVA SCOTIA, 1988, ENGLISH, REPORT, TASK FORCE, INCOME SUPPORT, RECOMMENDATIONS

Courchene, Thomas J. Social Policy in the 1990's: Agenda for Reform, Toronto: C.D. Howe Institute, 1987, Policy Study No. 3.

This study presents an assessment of Canadian social policy. The main argument is that social policy in Canada faces important demographic, fiscal, and economic challenges in the 1990's and social policy reform should address such challenges. In his assessment, the author divides the system into four components: the retirement income system; the welfare work system; the established programs (health and education) subsystem; and the equalization subsystem. In each case, he examines the strengths and weaknesses of current system, options for reform, and present his own approach in light of the challenges the system faces.

KEY WORDS: CANADA, 1987, BOOK, ENGLISH, SOCIAL POLICY REFORM, ANALYSIS

Decima Research Ltd. Work and Income Security: A Survey, Toronto: Decima Research, 1986, February 1986. (Background Paper Prepared for the Commission of Inquiry on Unemployment Insurance). (Research Study No. 7).

This is the report of a survey conducted to determine the general attitudes toward employment, and factors which encourages unemployment. The survey sample includes 1,100 Canadians, 18 years of age or older, representing all regions with a substantial portion of them being unemployed members of the labour force (those who are unemployed but are actively seeking work as opposed to those who are unemployed but not seeking work like students). Including chapters discuss: an overview of why people work; the quality of work in terms of mental stimulation and personal assessment of jobs held; the work ethic of the general public; employment outlook including job availability, impact of income assistance, welfare in general and unemployment insurance in particular; the opportunities for advancement including promotion opportunities and promotion obstacles; an overview of how the opinions of the unemployed mirror or differ from those of the employed.

KEY WORDS: CANADA, 1986, REPORT, SURVEY, SINGLE RESEARCH, EMPLOYMENT, EMPLOYABLE UNEMPLOYED, INCOME SUPPORT, ATTITUDE, ANALYSIS, SOCIAL, EMPLOYMENT BARRIERS

Evans, Patricia M. A Decade of Change: The FBA Caseload, 1975-1986, June 1987. (SARC Background Paper).

This report examines changes in the caseload characteristics of the Ontario Family Benefits recipients from 1975-1986. Three major questions regarding FBA recipient are addressed:

1. Are individuals staying on FBA longer now than previously? Are there differences between individuals who stay on for short, medium and long periods?
2. Is the rate of return to the FBA increasing? Are there characteristics which distinguish one-timer and repeaters?
3. Are individuals working more frequently while on FBA? Is working associated with shorter stays on the FBA?

KEY WORDS: CANADA, ONTARIO, 1987, ENGLISH, REPORT FBA PROGRAM, WELFARE DEPENDENCY

Hess, Melanie. Education and Skill Requirements for Future Employment, Toronto: The Social Assistance Review Committee, Ministry of Community and Social Services, April 1987, 6p.

This is one of the Social Assistance Review Committee's background papers. It provides a brief overview of the educational and skill requirements that will be in demand for future employment. The importance of both a general, basic education and job re/training tailored to the future employment demands are discussed in this paper.

KEY WORDS: CANADA, 1987, PAPER, ENGLISH, SARC, UPGRADING, EMPLOYMENT, SKILL TRAINING, ECONOMIC, ANALYSIS

Labour Market Research Group. Adjusting to Change: An Overview of Labour Market Issues in Ontario, Toronto: Ministry of Skills Development, June 1988.

This is a detailed analysis of the main factors affecting demand and supply in Ontario's Labour Market. Part of this overview includes the examination of the economic factors, international pressures, industrial factors, technological innovations, that initiate the need for adjustment in the demands for workers and the skills employers require; the process of adjustment; and capacity of workers to adjust to these changes. In another part of this overview the trends in labour supply and the demographic characteristics of the work force, as well as demand for workers in the high-skill technical occupations are reviewed.

It suggest that more emphasis should be placed on training to ensure adaptable work force that can cope with the new job requirements in the changing economy.

KEY WORDS: CANADA, ONTARIO, 1988, ENGLISH, ECONOMIC ANALYSIS, SKILL TRAINING

Labour Canada. Job Training Provisions in Major Collective Agreements, Ottawa: Bureau of Labour Information, Labour Canada, 1989.

This is an attempt to identify and analyze the incidence of employer-paid job training-and educational leave provisions in major collective agreements. All agreements containing provisions for paid job training or education are identified and a selection of these are analyzed. Among the findings are: 87% of major collective agreements contain some type of provision dealing with training; on-the-job training is the most common type of employer-paid training for unionized workers; and apprenticeship programs remain the key vehicle for providing formal training in the regulated trades.

KEY WORDS: CANADA, 1989, REVIEW, ENGLISH, FRENCH, SKILL TRAINING

Municipality of Halifax County. Department of Social Services. Employability Enhancement in Halifax County, Halifax, N.S.: The Dept., 1989.

This report documents the success of the employment resources Centre in Halifax County through an analysis of a portion of the clients'caseload (248 SARs), during the 9 months period of its operation.

KEY WORDS: NOVA SCOTIA, CANADA, 1989, REPORT, RESEARCH, LONGITUDINAL, NON-COMPARATIVE, ASSESSMENT, EMPLOYMENT PROGRAM, COMMUNITY, EVALUATION,

National Anti-Poverty Organization. You Call it a Molehill, I'll Call it a Mountain: Job Training For People on Social Assistance, Ottawa: NAPO, 1989.

This study examines the strengths and weaknesses of job training programs from the perspective of those on social assistance who participated in these programs. The research questions are directed towards the distribution of information and screening about training opportunities; level of coordination between different organizations which offer these programs; training content and delivery; financial and practical needs; additional support services; the delivery agents; and recognition of the special needs of the participants.

KEY WORDS: CANADA, 1989, ENGLISH, REPORT, RESEARCH, SINGLE, SKILL TRAINING, NEEDS,

New Brunswick. Department of Advanced Education and Training. Goal Setting for Employment Preparation, July 29, 1988.

Divided in two books, this is a description of a two weeks program, developed by the New Brunswick Department of Advanced Education & Training and offered in the New Brunswick Community College, to deal with the needs and experiences of the persons who look for employment. The purpose of the program was to inspire participants with a greater degree of self-confidence and facilitate their way towards developing a satisfying career path through development of communication skills; increased awareness of the components of a career path such as labour market factors and training/ education; and providing participants with a knowledge of their skills, aptitudes, and interests.

KEY WORDS: CANADA, NEW BRUNSWICK, ENGLISH, UNEMPLOYED, PROGRAM, REPORT, LIFE SKILL, NEEDS

Ontario Municipal Social Services Association. Fundamental Principles for Operation of Employment Preparation Programs in Municipal Social service Departments - An OMSSA Position Paper, Toronto: November, 1986.

Seven principles considered by the Policy Sub-Committee on Employment Programs to be essential to the operation of employment preparation programs (those programs which address enhancement of client employability) are presented in this paper. The principles presented are: accessible employment services to all client groups; accessibility of the wide range of services within employment programs; consistency with individual clients' abilities; voluntary participation in the program; individual case planning for each client; follow-up counselling and support; an evaluation component to be incorporated into the design of the employment preparation programs.

KEY WORDS: ONTARIO, CANADA, 1986, ENGLISH, PAPER, EMPLOYMENT PREPARATION, PROGRAM DEVELOPMENT, COMMUNITY, POLICY, SOCIO-ECONOMIC

Ontario Social Assistance Review Committee. Report of the Social Assistance Review Committee, Transitions/prepared for the Ontario Ministry of Community and Social Services, Toronto: The Ministry, 1988, 624p.

This report calls for a major shift in the philosophy of the Ontario welfare system. It contains two parts. Part one includes the objective for welfare reform; an overview of income security system; and the longer-term changes towards meeting those objectives. The second part deals with the specific changes required within social assistance and those programs directly related to it. The report contains 274 broad-ranging recommendations. It calls for adoption of measures aimed at encouraging recipients to work (i.e.;income supplements for the working poor; maintaining drug and dental benefits for recipients who find employment.

KEY WORDS: CANADA, ONTARIO, 1988, ENGLISH, REPORT, WELFARE REFORM, PROGRAM DEVELOPMENT, RECOMMENDATIONS

Picot, Garnett, W. Unemployment and Training, Ottawa: Statistics Canada, Analytical Studies Branch, 1987.

The objective of this study is to estimate probability of taking training among long-term unemployed Canadians with different characteristics in terms of age, sex, marital status, education, occupation, etc.

Using logistic regression and data from two surveys, the probability of taking training has been determined for the different groups of unemployed. The findings show that being unemployed increases the probability of using training and those groups of unemployed who face the most difficult adjustment experience in the labour market, are those who least likely to turn to training.

KEY WORDS: CANADA, 1987, ENGLISH, FRENCH, ANALYSIS, SOCIAL SKILL TRAINING, UNEMPLOYED

Reid, Frank. "Workshare Schemes Increase Employment, Cut Social Costs", Labour Relations News, June 1987.

This article suggest that the unemployment rate could be reduced by offering workers the option of cutting their work hours with a proportionate reduction in pay. Such policy may involve some cost increase, but in the author's view, it is minor compared to the cost of social programs.

KEY WORDS: CANADA, 1987, ARTICLE, ENGLISH, PROGRAM ADMINISTRATION, INCOME SUPPORT

Riches, Graham. "Unemployment and the State:Implications for Canadian Social Work Education, Practice, and Research", Canadian Social Work Review, Vol. 6, No.1 (Winter 1989).

This is an analysis of the relationships between policies concerning unemploymen, the labour market, and social welfare and social work practice, education and research. First,It identifys some trends in Canadian unemployment through selected indicators. Then It deals with the Federal and Provincial responces to unemployment in terms of the effectiveness of particular labour market and social welfare policies, as a basis for showing critical issues to be confronted by social work. In the final section, it examines the question of what is to be done at the levels of practice, education, research, and policy intervention.

KEY WORDS: CANADA, 1989, ENGLISH, ARTICLE, UNEMPLOYED, POLICY, SOCIO-ECONOMIC, ANALYSIS

Seward, Shirley B. (ed). The Future of the Social Welfare Systems in Canada and the United Kingdom: Proceedings of a Canada/UK Colloquium, October 17-18, 1986, Ottawa/Meech Lake, Halifax, N.S.: Institute for Research on Public Policy, 1987, 313p.

This book examines the problems and effects of welfare dependency in the United States and other Western nations. It then presents conditions in Switzerland that have achieved the goal of the welfare state without such negative effects on the population, by emphasizing poverty prevention through preparation for employment based on the educational-occupational offerings at every level.

The basic argument is that the other Western nations have put their resources into the provision of income guarantees or supports, while Switzerland has put its resources into prevention of poverty, into the building of self-support incentives, and into preparation for employability and work competence in its population.

KEY WORDS: CANADA, SWITZERLAND, 1987, BOOK, ENGLISH, COMPARATIVE, WELFARE DEPENDENCY, CONFERENCE, POLICY, SOCIAL

Shragge, Eric. "Welfare Reform: Quebec Style or Poor Law Reform Act-1988?", Canadian Review of Social Policy, Issue #22, Nov. 1988.

This article discusses the policy content and direction of welfare reform in Quebec. It develops an analysis of the reform, focusing on its inconsistencies and limits and on the wider issues such as interrelationship of the family, the labour market and the state as well as the connections that can be made between the reform, welfare recipients and the working class.

KEY WORDS: CANADA, QUEBEC, 1988, ARTICLE, ENGLISH, POLICY, SOCIAL, WELFARE REFORM, ANALYSIS

Surendra, Gera. Creating Jobs in the Private Sector- Evidence from the Canadian Employment Tax Credit Program, Ottawa: Economic Council of Canada, 1988.

This study focuses on wage subsidies for job creation in the private sector. Attempts has been made to conduct a comprehensive empirical evaluation of the 1978-81 Canadian Employment Tax Credit Program (ETCP) based on three objectives. The first is to evaluate the efficiency of the ETCP in terms of social benefits and social costs it generated. The second is to measure the net employment effect of the program. The third is to analyze the labour market impact of the ETCP on program participants in order to determine whether they received some on-the-job training and , hence, whether they gained long-run benefits such as increased employability, increased length of employment, and increased weekly wage at the future job(s). The result of the study suggest that, wage subsidies along the lines of the ETCP should be reviewed as a promising policy approach.

KEY WORDS: CANADA, 1988, ENGLISH, RESEARCH REPORT, INCOME SUPPORT, JOB CREATION, EMPIRICAL, EVALUATION

Townson, Monica. The Role of Government and the Private Sector in Creating Full Employment, Halifax, N.S.: City of Halifax, 1988.

This is one of the papers presented at the conference "New Visions: Directions for Social and Economic Change" held in Halifax, Nova Scotia, October 3 & 4, 1988. This paper looks at the role of government and private sectors in creating full employment. It starts with the discussion about the definition of the term "full employment", followed by the analysis of the employment policies of federal government about unemployment and job creation which the author believes, do not match with the definition of "full employment".

In conclusion, it is argued that unemployment and job creation are the joint responsibility of government, business, labour, the voluntary sector, the community and individuals. Community economic development has been seen as a potential that can bring together both public and private resources at the community level to encourage the development of business and the creation of jobs that can service both economic and social purposes.

KEY WORDS: NOVA SCOTIA, CANADA, 1988, ENGLISH, CONFERENCE, PAPER, EMPLOYMENT POLICY, ECONOMIC, CRITIQUE, JOB CREATION, COMMUNITY

Wallace, Jean E.; Hornick, Joseph P. An Evaluation of the Columbia Training Centre's "Futures Program", Alberta: The Minister of Career Development and Employment of Alberta. (Submitted by the Canadian Research Institute for Law and the Family), March 1988.

This evaluation report provides a profile of the client needs and client types served by the "Futures" Program; a decision making model of clients' progress through the program; and an assessment of the success of the program in terms of its stated objectives. The findings show that there were no major difference, regarding characteristics such as marital status, number of children, between employed and unemployed graduates; and unemployed graduates were unemployed slightly longer than currently employed graduates prior to attending the Futures Program.

KEY WORDS:CANADA, ALBERTA, 1988, ENGLISH, REPORT, EVALUATION, NEEDS

Weisberg, Terese. Vocational Rehabilitation Services and the Social Assistance System: An Examination of the Interface, Toronto: The Social Assistance Review Committee, Ministry of Community and Social Services, August 1987, 25p.

This paper examines how the Vocational Rehabilitation Services (VRS) program could benefit more social assistance recipients and improve the VRS/social assistance interface. A description of the VRS program and current interface with the social assistance system is provided. Improving the interface is considered within the context of the role of VRS and an expanded role for VRS.

KEY WORDS: CANADA, ONTARIO, ENGLISH, 1987, PAPER, VOCATIONAL REHABILITATION, WELFARE REFORM

Yalnizyan, Armine; Wolf, David. Target on Training: Meeting Workers' Needs in A Changing Economy, Toronto: Social Planning Council of Metropolitan Toronto, February 1989.

This report provides a review of the existing labour market adjustment support available in Toronto and a critical evaluation of its effectiveness. It surveys the practices and experiences of other countries (Japan, West Germany, Sweden) that have had to cope with rapid economic adjustment and concludes by providing a detailed set of recommendations for the reform of training policies that will meet the future needs of Toronto's labour force and the Canadian labour market.

KEY WORDS: CANADA, 1989, ENGLISH, REPORT, CRITIQUE, ANALYSIS, ECONOMIC, SKILL TRAINING, POLICY

Yalnizyan, Armine. Missing the Mark: Government Spending on Income Support and Training in Ontario. Toronto: Social Planning Council of Metropolitan Toronto, April 1988.

This is an inventory of what is available at the local level. It sheds light on how much and what kind of labour market adjustment support exist in Toronto and who gains access to them. The information presented is categorized into four types of adjustment mechanism: Skills Development and training programs to upgrade or develop working skills; Transitional programs which focus on the development of working skills aimed at providing a bridge for those who were unable to find or maintain a job; Job Creation programs that are focussed on providing short-term work experiences; and Income Support programs including unemployment insurance, welfare, and other short term income supports.
KEY WORDS: CANADA, ONTARIO, 1988, REPORT, ENGLISH, PROGRAM INVENTORY, COMMUNITY, TRAINING, INCOME SUPPORT, ECONOMIC ANALYSIS

Single Parents

Evans, Patricia M. "Mixing Work and Welfare: A Study of Single Mothers", Canadian Review of Social Policy: Journal of Social Policy and Administration Network, No. 19, October 1987.

This study examines the influence of individual and household characteristics, and labour market factor, on the use of work and welfare by a sample of low-income single mothers. It uses the data collected for the 1974 Baseline Survey of the Manitoba Basic Income Experiment (1975-1977). The findings from this study suggest that the provision of day-care and availability of stable jobs with good wages are the main elements of any attempt to create employment solutions to welfare problems.
KEY WORDS:CANADA, 1987, ENGLISH, ARTICLE, RESEARCH, SINGLE, WOMEN, SINGLE PARENT, WELFARE DEPENDENCY, INCOME SUPPORT, ANALYSIS, SOCIO-ECONOMIC

Evans, Patricia. "Work Incentives and the Single Mothers: Dilemmas of Reform", Canadian Public Policy, XIV:2. 125-136, 1988.

This is an analysis of the factors (social, economic, political) which led to identification of single mothers as an important focus for work incentives, and the dilemmas they raise with the special reference to Ontario's programs. This paper concludes with a discussion of the implications of this analysis for the future direction of work incentives for single mothers on social assistance.
KEY WORDS: CANADA, ONTARIO, 1988, ARTICLE, ANALYSIS, SOCIO-ECONOMIC, SINGLE PARENTS, WOMEN, WORK INCENTIVES/ DISINCENTIVES, POLICY, WELFARE REFORM

Reichert, Patricia M. A Study of the WICCA Single Parent Project (Regina, Saskatchewan), Regina: Canadian Jobs Strategy, Employment & Immigration Canada, March 1988.

This evaluation report contains a description and a profile of the 38 women single parents who participated in the WICCA training project funded under the Job Reentry program of the CJS. It outlines the employment and training activities that the women were involved in during the project and reviews the women assessment of the project throughout its eight months duration. It also gives a summary of the results of a follow-up survey of the women conducted for this study.
KEY WORDS: SASKATCHEWAN, CANADA, 1988, SINGLE RESEARCH, SINGLE PARENTS, ENGLISH, PROGRAM EVALUATION, JOB REENTRY, SKILL TRAINING, WICCA.

The Employability Resources Network (E.R.N.). Déjà Vu: Report on the Evaluation Study of the Déjà Vu Training Program, Ottawa: E.R.N., 1989.

The purpose of this evaluation was to determine: The success of the program in helping welfare recipients become more employable; the relative costs and benefits of this project; alternative means of project delivery. The target group was single parent women or older single women on social assistance. Program generated statistics showed 93% success rate. The program helped participants to overcome barriers to employment. It showed a benefit to cost ratio of approx. 1.1 to 1; and the life skill education believed to be a very important component of the program.
KEY WORDS: CANADA, 1989, ENGLISH, REPORT, EVALUATION, SINGLE PARENTS, WOMEN, SKILL TRAINING

Social Assistance Recipients

A.R.A. Consultants. Summary of Evaluation Results and Cost-Benefit Analysis of Employment Opportunities Program, Evaluation, Toronto: The Ontario Ministry of Community and Social Services, December 1987.

The EOP consists of seven pilot projects operated between May 1984-March 1988. Their purpose was to reduce welfare dependency among single parents, youth, disabled,and children on social assistance through services such as referral to upgrading and skill courses, job training, temporary work site placement, child care, transportation and other employment-related expenses. The results of the evaluations are reported in 11 volumes. They include process evaluation studies, outcome evaluations, surveys of employers, surveys of clients, and cost-benefit analysis.
KEY WORDS: CANADA, ONTARIO, REPORT, EVALUATION, SINGLE PARENTS, YOUTH, DISABLED, CHILDREN,

Ball, Caroline. An Examination of the Impact of Employment Training Programs on Social Assistance Recipients in Hamilton-Wentworth, Hamilton, Ont.: Social Planning and Research Council of Hamilton and District, 1989

The purpose of this study is to assess the impact of employment training programs on social assistance recipients in Hamilton-Wentworth and to examine gaps in services which exist within the employment training referral system. The study focuses on both a client and system-based assessment of training programs. Among the perceived barriers to employment were critical life incidents; limited job experience and education level. It expresses a need for more coordination in referral system and networking among program counsellors,social service workers and employment counsellors.

KEY WORDS: CANADA, 1989, ENGLISH, RESEARCH, LONGITUDINAL, SKILL TRAINING, EVALUATION/ASSESSMENT, NEEDS, PROGRAM DEVELOPMENT

Canada. Employment and Immigration Canada (Dept.). Framework for Evaluation of SARs Under CJS, Ottawa: Human Resource Development Program, February 1987.

The purpose of this paper is to outline approaches to the evaluation of initiatives for enhancing participation of social assistance recipients in employment and training programs. It also attempts to identify data requirements and potential sources for information.

The paper specifically focuses on the impact and effects of Canadian Job Strategy programs, primarily Job Development and Job Entry, but the issues discussed could have more general applications.

KEY WORDS: CANADA, 1987, ENGLISH, FRENCH, PAPER, WELFARE RECIPIENTS, POLICY, SOCIAL, EVALUATION

Caskie, Donald M. The Implementation of the Social Assistance Recipients Initiative Agreement in Kitchener-Waterloo and Windsor, Ontario: Social Assistance Recipients and the Canadian Jobs Strategy, Ottawa: Employment and Immigration Canada, 1988.

This report focuses on the process whereby those on welfare pass through social services, employment/counselling and, if needed, life/work skills preparation programs into Canada Employment Centres (CEC) with their employment counselling, and finally, into employment. Possible future improvements in this process as well as some disincentives are identified. The information is gathered through interviews with social services and EIC staff, sponsoring employers; and data from the Statistics Canada Labour Force Survey on the economic environment of the two cities.

KEY WORDS:CANADA, 1988, ENGLISH, REPORT, WELFARE RECIPIENTS, CJS, EMPLOYMENT PREPARATION, VOCATIONAL TRANSITION,

City of Halifax. Task Force on Full Employment: A Critical Review of Income Support Programs in Metro, presented to the conference: "New Visions: Directions for Social and Economic Change", Halifax, N.S.: 3rd and 4th of October, 1988.

In this presentation, the issues raised in the task force concerning the income security support system (as well as related areas such as education and training) are reviewed in the light of two standards: progress towards realizing universal standards; and relevance to contemporary conditions. The task force identifies many barriers that stand in the way of social assistance recipients finding a meaningful employment; and put forward for discussion a number of constructive recommendations for change.

KEY WORDS: CANADA, NOVA SCOTIA, 1988, ENGLISH, REPORT, WELFARE RECIPIENTS, TASK FORCE, CONFERENCE, PROGRAM, CRITIQUE, SKILL TRAINING, UPGRADING, INCOME SUPPORT, RECOMMENDATIONS

Davidson, J.; Melchers, R. "Work and Welfare: Reforming Social Assistance in Ontario", Perception, V.10, N.3, Jan.-Feb. 1987, p.9-10

This is a critical look at the reforms on social assistance in Ontario. After an introductory note about welfare reform that links income maintenance and employment programs, it argues that how encouraging recipients to gain employment, formally considered to be one of the objectives of social assistance reform, in reality is deterrence- making it as difficult as possible to access welfare and to survive on social assistance which is in fact against the fundamental philosophy underlying social assistance. It then discusses that while the enhancement of access to employment for welfare recipients is a good objective, there are a number of issues to be considered in implementing it such as programs being selective, voluntary, being directed at those participants who most likely benefit, and programs must include a strong commitment to the goal of full employment.

KEY WORDS: CANADA, ONTARIO, 1987, ENGLISH, ARTICLE, WELFARE REFORM, CRITIQUE, PROGRAM DEVELOPMENT

Davidson, J.-Palmer and Associates Inc. A Study of Social Assistance Recipients in Futures: Final Report, Toronto: Ministry of Skills Development, 1988.

This is an evaluation of the effectiveness of FUTURES program for hard to employ young people aged 16-24 years and disabled persons to age 29 years. It attempts to raise some issues regarding access and the referral system of SARs to FUTURES. There are two supplementary issues addressed in this report: an examination of two municipal pilot programs which are directed to SARs clients as compared with SARs clients in other programs, and second, an examination of the characteristics and outcomes of SARs on FUTURES compared with non-SARs.

KEY WORDS: ONTARIO, CANADA, 1988, ENGLISH, EVALUATION, EMPLOYMENT ,YOUTH, DISABLED, FUTURES PROGRAM, COMPARATIVE STUDY, COUNSELLING, SKILL TRAINING

Development Initiatives Inc. Survey for Site Selection of Potential Community Development Projects, Toronto: Ministry of Community & Social Services, Employment Unit, 1987.

Assessment of twenty-two communities in Ontario as potential sites for community-based economic development projects which would assist social assistance recipients to become employed. The research process about the target communities included: contacts with the 140 'key informants' in the 22 communities; an examination of statistical information on social assistants level; trends in unemployment; plant disclosure; and projection for future economic growth. The assessment resulted in selection of eight communities where pilot projects could be established.
KEY WORDS: ONTARIO, CANADA, 1987, ENGLISH, SINGLE RESEARCH, WELFARE RECIPIENTS, COMMUNITY, PROJECT, ECONOMIC, ASSESSMENT

Edmonton Social Planning Council. Surviving on Welfare: A No Frills Flight, Edmonton: The Council, 1986.

This is a report about the concerns of welfare recipients. These concerns centre around the amount of financial assistance available, treatment of recipients by department personnel, and the social consequences of being on welfare.
KEY WORDS: CANADA, ALBERTA, 1986, ENGLISH, SURVEY REPORT, WELFARE RECIPIENT, CONCERNS,

Gillingham, David W.; Lewko, John H; Schwager, Walter K. Profile of the Characteristics and Needs of Long Term Employable Social Assistance Recipients in Sudbury for the Sudbury Regional Municipality, Sudbury: Northern Research Associates, 1986.

Results of a study about the attributes and needs of the employable social assistance recipients in Sudbury Region. The study found that social assistance recipients were generally poorly educated; willing to work; and in need of a wide range of training. It recommends the development of a program delivery system which includes specific support programs to meet needs of the social assistance recipients such as preparatory programs for assessment, counselling and program attendance assistance; basic programs for self esteem, life skills, literacy and upgrading; advanced job training; job search skills; and employment and moving assistance.
KEY WORDS: CANADA, ONTARIO, 1986, ENGLISH, REPORT, UNEMPLOYED, SINGLE RESEARCH, EMPLOYABLE WELFARE RECIPIENTS NEEDS, CHARACTERISTICS, SKILL TRAINING, EMPLOYMENT

Hess, Melanie. The Working Poor: Their Dilemma and Assistance Through Provincial Supplementation Programs, Toronto: The Social Assistance Review Committee, Ministry of Community and Social Services, April 1987, 17p.

The paper starts with the definition of the term "working poor" and follows with a discussion of their dilemma as those who are employed but are struggling to survive with little public assistance. It also presents their situation versus welfare recipients to show whether those on welfare are better off or not. The paper contains the description of income supplementation programs for the working poor in Saskatchewan, Manitoba, Ontario and Quebec with brief examination of their strengths and weaknesses.

KEY WORDS: CANADA, ONTARIO, QUEBEC, SASKATCHEWAN, MANITOBA, 1987, PAPER, ENGLISH, EMPLOYMENT DISADVANTAGED, INCOME SUPPORT, POLICY, SOCIAL, ANALYSIS

Howley, John. Employment and Training Options for the Social Assistance Recipient: Submission to the Social Assistance Review Committee (SARC), Toronto: Metropolitan Community Services Department, Social Services Division, February 1987.

This paper illustrates the post-recessionary economy of Ontario in terms of the emergence of a new class of long-term unemployed (employable welfare recipients) who are experiencing technological and social displacement and whose needs for vocational training are largely neglected. Data to support this assumption has been provided in current context. The measurable impact of government economic and training policies are examined in the context of labour market intervention. The key questions are: who benefits? who loses? and what may be done to offer a real opportunity for success in the labour force for these least privileged persons? The paper concludes with some recommendations for reform.

KEY WORDS: CANADA, ONTARIO, 1987, ENGLISH, SARC PAPER, WELFARE RECIPIENTS, POLICY, SOCIO-ECONOMIC, ASSESSMENT, RECOMMENDATIONS

Jeffery, Bonnie; Shadrack, Andy. Living Without Power, Regina, Saskatchewan: Social Administration Research Unit, Faculty of Social Work, University of Regina, 1986.

One of the background studies for a conference called Sharing Our Future which was held in Ottawa in March 1986. The study focuses on poverty as a central issue in the discussion of the impact of cutbacks. The inadequacy of benefit levels is highlighted by personal stories of forty welfare recipients. It also discusses the effects of cutbacks on the delivery of the social services. It argues that welfare caseloads have increased dramatically and with the rise of unemployment, there is even more need for such services. The demand for such services has increased, but the staffing levels have not and both clients and workers are facing a stressful situation. The results of the interviews along with the statistics in this report, provide a more complete picture of the impacts of cutbacks on social assistance in Saskatchewan.

KEY WORDS: CANADA, SASKATCHEWAN, SOCIO-ECONOMIC, ANALYSIS, NEEDS, WELFARE RECIPIENTS CONCERNS

Lightman, Ernie. Work Incentives and Disincentives in Ontario, Toronto: The Social Assistance Review Committee, Ministry of Community and Social Services, February 1987.

This report describes the system of work incentives and disincentives which face both welfare recipients and the "working poor" in Ontario. It suggests a more effective approach to encourage recipients to enter the paid work force. For example the use of net rather than gross earning figures in all calculations, as permitted by CAP on a fully sharable basis. It also proposes a program of income supplementation for the working poor and considers the costing of recommendations and the more general integration of a tax and transfer system.

KEY WORDS: CANADA, ONTARIO, ENGLISH, 1987, SARC PAPER, WELFARE RECIPIENTS, WORK INCENTIVE/DISINCENTIVE, EMPLOYMENT DISADVANTAGED, INCOME SUPPORT, WELFARE REFORM, RECOMMENDATIONS

Ontario Municipal Social Services Association. The Municipal Role in Employment Programs - An OMSSA Policy Paper, Toronto: The Association, 1988.

This paper outlines and reviews the existing municipal role in employment programs regarding policy development; program development; implementation; evaluation; and strategic planning. It includes recommendations on the future role to enhance program initiatives.

KEY WORDS: ONTARIO, CANADA, 1988, ENGLISH, PAPER, WELFARE RECIPIENTS, EMPLOYMENT PROGRAM DEVELOPMENT, POLICY, SOCIO-ECONOMIC, COMMUNITY, RECOMMENDATIONS

Ontario Municipal Social Services Association. A Position Paper on Workfare, Toronto: The Association, 1986.

This is a comparative examination of "workfare" as work-for -welfare or mandatory participation in employment programs and "work-instead of welfare" or voluntary participation in employment programs. It is based on several assumptions about each category. It concludes that there is evidence that voluntary employment programs with essential support services are more cost effective resulting in participants achieving economic independence, and furthermore improving participants self-esteem compared to mandatory participation in employment programs (workfare).

KEY WORDS: ONTARIO, CANADA, 1986, ENGLISH PAPER, WELFARE RECIPIENTS WORKFARE, COMMUNITY, SOCIO-ECONOMIC ANALYSIS

Ontario. Ministry of Skills Development. Discussion Paper on the Canadian Job Strategy: Policy and Implementation, Toronto: 1987.

This paper provides a framework for federal-provincial/territorial discussion on CJS, with particular emphasis on the flexibility of the CJS to address the variety of needs within the different provinces and territories. The paper includes discussions of funding of the CJS; eligibility under CJS programs; flexibility in CJS programs; and areas for reform.

KEY WORDS: CANADA, 1987, PAPER, ENGLISH, WELFARE RECIPIENTS, CJS, SOCIAL, POLICY

Powell, Brian. The Welfare Mix: Enhancing the Employability of Social Assistance Recipients, Ottawa: Policy, Planning and Information Branch, Department of National Health and Welfare, 1986.

This paper argues that the characteristics of welfare recipients and the obstacles they face are many and very diverse. Subsequently the types of assistance required to remove these obstacles are also diverse. Little is known about which type of program best removes the various employment barriers for welfare recipients. To discuss these issues, the author gives an outline of what we know about The welfare population; what we know about the impact of employment and training programs on that population; and what programs we are currently introducing in Canada.
KEY WORDS:CANADA, 1986, ENGLISH, PAPER, CONFERENCE, WORKFARE, PROGRAM DEVELOPMENT, IMPACT, ANALYSIS,, SOCIAL

Social Planning Council of Metropolitan Toronto. Living on the Margin: Welfare Reform for the Next Decade, Toronto: The Council, 1986.

This report examines the adequacy of Ontario's income maintenance programs. Among Its five sections, Section four explores some links between work and welfare including the discussions of some approaches to the provision of employment support services in other provinces. It also reviews the nature of employment support programs within Ontario, including an assessment of the Work Incentive Program. It notes that many people working for low-wages are actually living on less adequate income than welfare recipients, and reviews income supplementation programs aimed at the working poor in several provinces. The report concludes with a series of twenty recommendations.
KEY WORDS: CANADA, ONTARIO, 1986, REPORT, ENGLISH, WELFARE RECIPIENTS, WELFARE REFORM, INCOME SUPPORT, EMPLOYMENT DISADVANTAGED, TRAINING, RECOMMENDATIONS

Social Planning Council of Ottawa-Carleton. Employment Initiatives for Welfare Recipients: A Discussion Paper, Ottawa: The Council, 1986.

The paper discusses how government employment programs for welfare recipients have concentrated on supply side problems (education, job search and pre-employment training, etc) without addressing the problem of the availability of employment in local job market. The paper then gives some insights into the various options available in employment support initiatives.
KEY WORDS: CANADA, 1986, PAPER, ENGLISH, WELFARE RECIPIENTS, CRITIQUE, WELFARE REFORM

Whitmore, Elizabeth; Kerans, Patrick. "Participation, Empowerment and Welfare", Canadian Review of Social Policy, Issue #22, Nov. 1988.

This article suggest that welfare system would be more effective in meeting people's needs if it involved recipients to define their needs and how to satisfy them appropriately. However, such participation should be empowering. To explore this view, first it reviews the concept of empowerment, welfare and participation and then examines specific empowering components as discussed in the literature of participatory research.
KEY WORDS: CANADA, 1988, ENGLISH, ARTICLE, POLICY, SOCIAL, WELFARE RECIPIENTS, NEEDS, PROGRAM DEVELOPMENT

Women

Advocates for Community Based Training and Education for Women. Directory of Programs, Toronto, Ont.: 1988.

This is a directory of the ACTEW community based training programs for the employment disadvantaged women. Each program description includes a brief history; program goal; administrative staff; program information; components of the training program; and graduate statistics.

KEY WORDS: CANADA, 1988, ENGLISH, WOMEN, COMMUNITY, PROGRAM INVENTORY, SKILL TRAINING

Boothby, Daniel. Women Re-entering the Labour Force and Training Programs-Evidence from Canada, Ottawa: Economic Council of Canada, 1986.

This study describes the main aspects of the changing participation of women in the labour market; identify those occupations where women have made the greatest and the least progress; analyses the conditions that led to such gains and losses; and proposes, on the basis of its results, measures and policies to promote equal economic opportunity for women.

KEY WORDS: CANADA, 1986, REPORT, ENGLISH, WOMEN, ECONOMIC, POLICY, ANALYSIS, SKILL TRAINING, JOB REENTRY, RECOMMENDATIONS

Dance, Terry; Witter, Susan. "The Privatization of Training: Women Pay the Cost", Women's Education Des Femmes, Winter 1988, 6:1.

This article is a critique of the federal government's training policy of shifting to private sector to provide training for emplyment disadvantaged women. It argues that such trend would reenforce the occupational segregation of women because most of these programs are not concerned with the needs of the trainees, they are short-term, and are for the low-paid jobs. After giving an analysis of the problem, the authors make some suggestions for improving both quantity and quality of training offered to women under CJS.

KEY WORDS: CANADA, 1988, ARTICLE, WOMEN, SKILL TRAINING, CJS, CRITIQUE, POLICY, ANALYSIS, SOCIO-ECONOMIC, RECOMMENDATIONS

Gaskell, Jane S.; Tigar-McLaren, Arlene (Ed.) Women and Education: a Canadian Perspective, Calgary: Detselig Enterprises, 1987.

This book explores the relationship between feminist resaerch and education. It looks at the issues in the Canadian education system regarding equal opportunity for women.

Part four of this book on the adult education and training looks at education that takes place outside the traditional domain of schooling. It addresses the problems arising from quality and characters of current training programs as barriers to economic development of women.

KEY WORDS: CANADA, 1987, ENGLISH, BOOK, WOMEN, SKILL TRAINING, CRITIQUE

MacDonald, Linda. "Training: For Self-Sufficiency or Dependency?", Women's Education, Vol. 4, No. 1, Fall 1985.

This is a critical and comparative look at the women's access to and participation in training. It argues that more men than women are enroled in the publicly-funded training programs. From women participants, half are enroled in pre-skill courses such as Basic Training for Skill Development whereas men are mostly receiving training directly leading to employment. This article concludes with seven recommendation to remedy the situation.

KEY WORDS: CANADA, 1985, ENGLISH, ARTICLE, WOMEN, SKILL TRAINING, WELFARE DEPENDENCY, ANALYSIS, SOCIO-ECONOMIC, RECOMMENDATIONS

McKeen, Wendy. The Canadian Job Strategy: Current Issues for Women, Ottawa: Canadian Advisory Council On The Status of Women, 1987.

This paper provides basic information on the content and purpose of the Canadian Job Strategy (CJS) and the impact of CJS on women. Among the issues raised in this paper are: how under the CJS, there are limited field of occupations in which most women have found training and that women are mostly getting trained in traditional limited-income occupations; the degree to which training packages are designed to fit the needs of the trainees; and finally the eligibility criteria for several programs which seem to rule out many women in need of training.

KEY WORDS: CANADA, 1987, PAPER, ENGLISH, FRENCH, WOMEN, CJS CRITIQUE, SKILL TRAINING

Picot, Garnett, W. The Participation in Training by Women, The Unemployed, and the Educationally Disadvantaged, Ottawa: Statistics Canada, May 1986.

Arguing that the assessment of the training programs for target groups usually lacks a fundamental piece of information, that is the probability of program participation, this study attempts to provide information about the probability of taking training and type of training they take, for women, the unemployed, and the educationally disadvantaged. Participation in two types of training programs is examined. The first is short-term training offered by employers, colleges or universities, and organizations such as unions. The second type is full-time training of adults 18 and older in a school, college, or university. The focus is on the entry of adults from the labour force or household sector into full-time training. This study includes the examination of the relationship between probability of training and characteristics of the target groups. It suggests that we can more accurately assess the effect of particular characteristics on the probability of taking training.

KEY WORDS: CANADA, 1986, ENGLISH, WOMEN, UNEMPLOYED, EDUCATIONALLY DISADVANTAGED, TRAINING, PROGRAM ADMINISTRATION, PROGRAM, EVALUATION/ASSESSMENT

Simmonds, Joy. Community Based Training for Women: Why We Should Care, Toronto: Advocates for Community Based Training and Education for Women, 1988.

The purpose of this position paper is to highlight the importance of skill training in the non-profit voluntary sectors for the disadvantaged women (unemployed, on social assistance, single mothers, native, immigrants with an average annual income of under $10.000). It includes the examinations of the effects of current Federal and Provincial policy on the employability of disadvantaged women and the role of the provincial Ministry of Skills Development in implementing Federal programs in the province. Each section ends with relevant recommendations.

KEY WORDS: CANADA, 1988, ENGLISH, PAPER, SKILL TRAINING, WOMEN, COMMUNITY, RECOMMENDATIONS

Wismer, Susan. Women's Education and Training in Canada: A Policy Analysis, prepared for the Canadian Congress for Learning Opportunities for Women, Toronto: The Congress, 1988.

This is an analysis of the implementation and impact of the Canadian federal and provincial education and training policies on women. It focuses on three issues related to access (access to training programs), privatization (privatized training by governments), and outcomes (outcome of the training program for women).

KEY WORDS: CANADA, 1988, ENGLISH, REPORT, WOMEN, ANALYSIS, SOCIAL, SKILL TRAINING, UPGRADING, POLICY, GOVERNMENT

Youth

Canada. Employment and Immigration Canada (Dept.). Human Resource Development Programs Division. Evaluation of the Youth Training Option, [Ottawa]: Human Resources Development Programs Division, 1987.

Introduced in 1984, YTO was an experimental pilot program to deal with the transitional problems faced by youth, specially school leavers, as they enter labour market. This evaluation report examines the effectiveness and performance of the YTO. It contains a description of the YTO program; a discussion of the evaluation issues/questions (objective achievement; impact and effects; program rationale; program alternatives) and their indicators; the the discussion of the methodology used; a presentation of the findings on trainees, managing coordinators, and training place host; and in the last part, conclusions about program performance.

KEY WORDS: CANADA, 1987, ENGLISH, REPORT, EVALUATION, YOUTH, TRAINING PROGRAM

Crysdale, Stewart; MacKay, Harry. Youth's Passage Through School to Work: Eastside and Northend Compared, Toronto: Stewart Crysdale, 1990.

This is a longitudinal study of the youth transitional process. The purpose of this study was first, to observe by field methods the transitional behaviour of the youth in order to discover patterns of development. Second, to advise, implement and evaluate an intervention program among low-income youth to improve opportunities to continue longer in school and to build bridges for themselves leading into employment. Third, to achieve all of this through cooperation between families, educators, and employers.

KEY WORDS: CANADA, 1990, ENGLISH, LONGITUDINAL, COMPARATIVE, RESEARCH, YOUTH, VOCATIONAL TRANSITION

Hodgson, Susan. Evaluation of the FUTURES: Residential Components, Toronto: The Ontario Ministry of Community and Social Services, 1987.

Results of a two year evaluation of 12 programs funded by FUTURES: Residential Components (an accomodation and living skill program) for youth participation in Ontario's employment programs. The residence program was intended to supplement employment programs that provided academic upgrading, employment counselling, and subsidized work experiences by providing supported living arrangement for "hard to employ" youth, who could not stay in employment programs without this additional help.

KEY WORDS: ONTARIO, CANADA, 1987, ENGLISH, REPORT, FUTURES, YOUTH, PROGRAM, EMPLOYMENT, EVALUATION,

Johnson, Laura C. Youth and Employment: Baseline Report on Young People's Work Experience and Attitudes, Toronto: Social Planning Council of Metropolitan Toronto, 1986.

This study examines the beginning phase of the school-to-work transition among high school graduates and university graduates in Toronto. Information on education and work experiences is summarized, as well as work attitudes of these young people.

KEY WORDS: CANADA, ONTARIO, 1986, ENGLISH, RESEARCH, COMPARATIVE, LONGITUDINAL, YOUTH, VOCATIONAL TRANSITION, UNEMPLOYMENT,

Krahn, Harvey; Lowe, Graham S. Young Workers in the Service Economy, Edmonton: Department of Sociology, University of Alberta, 1989.

This multi-sample, comparative, longitudinal panel survey, examines in detail the education and work experiences of a large contemporary sample of high school and university graduates over a 24 months period following graduation, distinguishing between secondary and post secondary educational credentials, and taking into account the process of transition from school to work.

KEY WORDS: CANADA, 1989, REPORT, RESEARCH, COMPARATIVE, LONGITUDINAL, YOUTH, VOCATIONAL TRANSITION

McLaughlin, MaryAnn. Youth as Consumers of Employment-related Personal Services, Ottawa: Canadian Council on Social Development, 1986.

This is an examination of how some young consumers (a sample of 396 youth in 6 cities in Canada) select and use employment-related personal services and what kind of problems they encounter. It also examines the experiences of employment-related service providers in their dealing with young job seekers. Three types of employment-related services are focused on in this examination: personal development services; occupational skill development services; and direct job access services. The findings show that young people use employment-related services but they can use them more effectively if they are more informed about career planning and how their selection of services would help them in the job market. The study suggests that career education and planning, coupled with exposure to the job market realities should begin early. One way of accomplishing this is through cooperative education programs which provide work experience along with classroom experiences.

KEY WORDS: CANADA, 1986, PROJECT, ENGLISH, YOUTH, SINGLE RESEARCH, COOPERATIVE EDUCATION, EMPLOYMENT, NEEDS

Myles, J.; Picot, W.G.; Wannell, T. Wages And Jobs in the 1980s: Changing Youth Wages and the Declining Middle, [Ottawa]: Statistics Canada, 1988, (Research Paper Series; No. 17).

Using data from two statistics Canada Surveys, the 1981 Work History Survey and the 1986 Labour Market Activity Survey, this study demonstrates changes in the distribution of jobs by hourly wage rate between 1981 and 1986. The results show increased concentration of jobs in the bottom and upper middle segments of the wage distribution. This study includes an analysis of the factors that contribute to the changes in the wage patterns. The format of this survey allows for looking at jobs, rather than people, as the main unit of analysis.

KEY WORDS: CANADA, 1988, ENGLISH, FRENCH, COMPARATIVE RESEARCH, YOUTH, ECONOMIC ANALYSIS

Raychaba, Brian. A Report on the Special Needs of Youth In/From the Care of the Child Welfare System, Toronto: The Social Assistance Review Committee, Ministry of Community and Social Services, March 1987.

This paper attempts to illustrate the vulnerability of the youth-in-care to post-care poverty, isolation, crisis, and distress. It is based on some perspectives about three essential aspects of youth-in-care: characteristics of Ontario's 12,000 youth-in-care while they still live within the limits of the child welfare system; their experience upon leaving the child welfare system; and their relation to the adult welfare system and this system's response to their needs. It suggests that the child welfare system creates welfare dependency and then cuts the recipients off of welfare at age 18 without adequate education and support, thereby, leaving them without direction, and within the "cycle of poverty".

KEY WORDS: CANADA, ONTARIO, 1987, ENGLISH, SARC PAPER, YOUTH, VOCATIONAL TRANSITION, WELFARE DEPENDENCY, CRITIQUE

Sankey, Gerald R. "Transition to Work: A Concern for Many Canadian Youth", NATCON, Vol. 15, Employment and Immigration Canada, 1987.

This article examines problems associated with the transition to work for youth. It starts with the problem of preparing youth for work as it is emerging in both Canada and United States. Then continues with underlying basic causes of this transitional problem. The article concludes with a proposal for an alternative approach and a plan of action for educators and counsellors for preparing youth more adequately for the entry into the labour market.

KEY WORDS: CANADA, 1987, ARTICLE, ENGLISH, FRENCH, YOUTH, COOPERATIVE EDUCATION, VOCATIONAL TRANSITION

Saskatchewan Advanced Education and Manpower; Saskatchewan Social Services. Saskatchewan Skills Development Program (S.S.D.P.) 1986.

This report evaluates SSDP in terms of its original objectives which is to provide adult education and training for employable young welfare recipients. The issues outlined by the evaluation task groups for this program, are addressed on this report. The report indicates that if a sufficient number of appropriate level jobs and training positions emerg, the adults served by SSDP are better prepared to move into them than were prior to entering the program. They are also betetr prepared in terms of cognitive development, emotional outlook, and technical competence.

KEY WORDS: SASKATCHEWAN, CANADA, 1986, ENGLISH, REPORT, PROGRAM, EVALUATION, SKILL TRAINING, UPGRADING, YOUTH,

UNITED STATES

Disabled Persons

Kingson, Eric; (et al). "Health, Employment, and Welfare Histories of Maryland's Older General Assistance Recipients", Social Work, 1988, V. 33:2, p. 105-109.

This Article presents findings from an exploratory study conducted in 1983 of 155 general assistance recipients aged 50 trough 64 in Maryland. The findings suggests that many of these welfare recipients have long-term disabling conditions and cannot be expected to return to paid work. It discusses the extent to which general assistance is a short-term or long-term disability program for these older recipients.
KEY WORDS: USA, 1988, ARTICLE, ENGLISH, RESEARCH, SINGLE, OLDER WORKERS, WELFARE RECIPIENTS, DISABLED, INCOME SUPPORT,

Research and Training Centre. Use of Vocational Evaluation in Vocational Rehabilitation, Madison, Wis.: The Centre, 1988.

The purpose of this study is a more current review of vocational evaluation in the context of rapid changes in technology, wider range of service needs of individuals with disabilities, increasing expectation for client empowerment, and the emergence for employment-based and community-based service delivery techniques. The first chapter reviews the history of vocational evaluation, factors influencing growth and change in vocational evaluation practice, current issues, and criticisms of its practice from consumers, practitioners, and vocational personnel working with consumers in supported employment. The second chapter provides definitions of vocational assessment and evaluation, its legal foundations and mandates, and suggests contemporary purposes for vocational evaluation, expected outcomes, and roles of vocational evaluation in the rehabilitation process. Chapter three describes the people and how it is to be used in individualized rehabilitation planning and delivery. The final chapter discusses how consumers, advocates, and practitioners can guide and maintain quality throughout assessment and planning.
KEY WORDS: USA, 1988, ENGLISH, ANALYSIS, SOCIO-ECONOMIC, VOCATIONAL REHABILITATION, EMPLOYMENT, DISABLED, COMMUNITY, EVALUATION

Vandergoot, David; Gottlieb, Amy; Martin, Edwin W. The Transition to Adulthood of Youth With Disabilities, Commentaries by Stewart Johnson and Diane Lipton and Mary Lou Breslin, Washington D.C.: Youth and America's Future: The William T. Grant Commission on Work, Family and Citizenship, 1988, 95p.

This paper examines existing practices and offers new directions for expanding opportunities available to youth with a disability. It begins with terms and definitions of disability. Chapter two contains recommendations for further research and policy changes such as involving the potential employers in preparation of education and rehabilitation programs, that would facilitate the transitions of youth with disability from school to work. These recommendations are based on the literature review in chapter III.

KEY WORDS: USA, 1988, ENGLISH, PAPER, DISABLED, YOUTH, VOCATIONAL TRANSITION, WELFARE REFORM, RECOMMENDATIONS

Employment Disadvantaged

Bassi, Laurie J. "Training the Disadvantaged: Can it Reduce Welfare Dependency?", Evaluation Review, Vol. 11, No. 4, p493-509, Aug. 1987.

This work addresses cost-effectiveness of training the disadvantaged individuals using data from the Continuous Longitudinal Manpower Survey (CLMS). It includes: the discussion of the determinants of welfare dependency and presents the methodology for estimating welfare savings; description of the data for participants and the control group that were used in the analysis; the empirical results of the study; and summary of the findings and subsequent recommendation for future data bases.

KEY WORDS: USA, 1987, ENGLISH, ARTICLE, COMPARATIVE RESEARCH, PROGRAM ADMINISTRATION, WELFARE DEPENDENCY, EMPLOYMENT DISADVANTAGED, EVALUATION

Bishop, John H. "Toward More Valid Evaluations of Training Programs Serving The Disadvantaged", Journal of Policy Analysis and Management, Vol.8, No.2, Spring 1989, pp. 209-228.

In this article the author challenges the current criteria in evaluation of training programs. It questions the widespread assumption that the wage effects of federal training program are reliable and unbiased estimates of productivity effects and social benefits.

It argues that government training programs for the disadvantaged have unreliable reputations and the graduates of classroom programs as well as those on-the-job training, are stigmatized by their employers and are usually underpaid. Therefore,the true effect of JTPA (Job Training Partnership Act) on the productivity of disadvantaged workers may be considerably larger than its effect on wages. The author describes alternative ways of obtaining estimates of productivity effects of training programs.

KEY WORDS: USA, ARTICLE, 1989, ENGLISH, EMPLOYMENT DISADVANTAGED, JTPA, EVALUATION.

Cook, Robert F. (ed.). Worker Dislocation: Case studies of causes and cures, Kalamazoo, Mich.: W.E. Upjohn Institute for Employment Research, 1987, 219 pp.

The purpose of this book is two folds. The first is purely descriptive: what is being done in a set of different Dislocated Worker Projects funded under The Job Training partnership Act (JTPA). The second is to provide technical assistance to program operators by describing the experience of others who have operated these programs. The case studies examine some of the things that have been tried, and what has been learned from these experiences.
KEY WORDS: USA, BOOK, ENGLISH, 1987, EMPLOYMENT DISADVANTAGE

Levitan, Sar A.; Gallo, Frank. A second chance: training for jobs, Kalamazoo, Michigan: W.E. Upjohn Institute for Employment Research, 1988, 220p.

This is a comprehensive assessment of the activities funded under the Job Training Partnership Act (JTPA, USA). It includes a brief review of first federal training and employment assistance for the poor and unemployed; and analysis of each major components of JTPA including year-round programs for adults and youth, summer jobs for youth, assistance for dislocated workers, the Job Corps for severly disadvantaged youth, and training programs for Indians and farmworkers.
In conclusion, it discusses the reforms necessary to make JTPA a more effective program.
KEY WORDS: USA, 1988, BOOK, ENGLISH, EMPLOYMENT, VOCATIONAL TRAINING, YOUTH, EMPLOYMENT DISADVANTAGED, NATIVES, PROGRAM, ASSESSMENT,

Levitan, Sar A.; Shapiro, Isaac. "What's Missing in Welfare Reform?", Challenge, 30:41-8, July/August 1987.

This is an examination of the needs of the working poor including the factors that contribute to their poverty and policy alternatives to assist them such as employment and training assistance; supplementing work with welfare; and provision of support services such as day care.
kEY WORDS: USA, 1987, ARTICLE, ENGLISH, WELFARE REFORM, EMPLOYMENT DISADVANTAGED

Other

Ashenfelter, Orley. The Case for Evaluating Training Programs with Randomized Trials, Princeton, N.J.: Industrial Relations Section, Princeton University, January 1985.

This paper suggests that evaluation of the economic benefits of training programs will be greatly enhanced by using classical experimental methods such as adopting experimental training programs in which control and experimental groups are selected by random assignment (randomized trials). A simple comparison of earnings, employment, and other outcomes as between control and experimental groups subsequent to participation in the experimental program will provide a simple and credible estimate of program success or failure.
KEY WORDS:USA, 1986, PAPER, ENGLISH, TRAINING, EVALUATION, ANALYSIS, ECONOMIC, RESEARCH

Balkin, Steven. "Self-Employment for Low Income People: A Real Option", The Entrepreneurial Economy, Vol. 6, No. 3, March, 1987.

This article insinuates the importance of devising policies and programs that remove barriers and disincentives for low income people to engage in self-employment activities. It suggests some policy support for low income entrepreneurs such as welfare reform which stabilizes benefits; special welfare waivers that freeze eligibility, to be granted to low-income people to start a business; and initial training for business start-ups.

KEY WORDS: USA, 1987, ARTICLE, ENGLISH, SELF-EMPLOYMENT, LOW-INCOME, POLICY, SOCIAL, ALTERNATIVES

Bassi, L.J. "The Effect of Direct Job Creation and Training Programs on Low Skilled Workers", in S.H. Danziger, D.H. Weinberg, Fighting Poverty, What Works and What Doesn't, Cambridge, Mass.: Harvard University Press, 1986.

This chapter focuses on what is known about the effectiveness of training and job creation programs for persistently unemployed or underemployed. It review the historical development of employment and training policies in the United States, examines how funding levels for these programs have changed over time, present the evidence on what is known about the effectiveness of these programs, and considers the costs of alternative type of programs.

KEY WORDS: USA, BOOK, 1986, ENGLISH, SKILL TRAINING, EMPLOYMENT PREPARATION , UNEMPLOYED, ANALYSIS, ASSESSMENT, PROGRAM ADMINISTRATION

Bawden, D. Lee. Issues In Designing Pilot Projects And Their Evaluations, Washington, D.C.: The Urban Institute, April 1986.

This paper outlines the steps to be taken in designing pilot projects and their evaluations. The areas of discussions are: 1) designing the program to be tested; 2) designing the evaluation; 3) developing the data collection plan, and 4) estimating the costs of operating and evaluating the project. While the issues discussed in this paper are appropriate for any pilot or demonstration project, the example used in the paper is a program whose objective is to help long-term welfare recipients to become economically self-sufficient.

KEY WORDS: USA, 1986, PAPER, ENGLISH, EVALUATION, PROGRAM DEVELOPMENT

Buchanan, Jim. Workfare, From Welfare to Work Force: A Bibliography, Monticello, Ill.: Vance Bibliographies, [1989].

Starting with an introductory section on workfare, this bibliography includes 166 articles and books containing many of the pilot projects with both positive and negative comments.

KEY WORDS: USA, 1989, ENGLISH, BIBLIOGRAPHY, WORKFARE

Card, David E. and Sullivan, D. Measuring the Effect of CETA Participation on Movements In and Out of Employment. Princeton, N.J.: Industrial Relations Section, Princeton University, 1986.

This paper examines the impact of CETA training on the future pattern of earnings of adult male participants. Using Social Security Administration records for 1970 to 1979 it produces earning histories for the program participant and draw a control group from the current population survey. The study recognizes that the probability of employment in particular year may depend on employment status in previous year. Thus training can effect subsequent employment outcomes by changing the probability of remaining employed (retention) or moving from unemployment to employment (accession) or both. The result of this study suggest that CETA participation have had a small to moderately large impact on probability of employment; and the estimated effects of classroom training programs are larger than the effects of non-classroom programs.

KEY WORDS: USA, CETA, 1986, ENGLISH, COMPARATIVE STUDY, ANALYSIS, EVALUATION/ASSESSMENT, EMPLOYMENT, TRAINING

Cottingham, Phoebe H.; Ellwood, David T. (Eds.). Welfare Policy for the 1990's, Cambridge, Mass.: Harvard University Press, 1989.

This book addresses three issues: research on poverty and income-support mechanisms; practical and applied research on state welfare inintiatives; and perspectives on the values and attitudes that surrounded the debate about welafre reform. The focus is on the policy options and on the major themes that rise from the debates.

KEY WORDS: USA, 1989, ENGLISH, BOOK, WELFARE REFORM, POLICY, SOCIO-ECONOMIC, WELFARE DEPENDENCY

Danziger, S., "Introduction", "Special Issue of Focus on Welfare and Poverty", Focus, Vol. 11, No. 1, Spring 1988, pp. 1-4.

This introductory article questions the present welfare reform as being alienated from antipoverty policy. It argues that although welfare reform may reduce dependency and provide enhanced social and labour market services to welfare recipients, it will not resolve the many problems of poverty. The antipoverty efforts should focus on the diverse needs of the poor and include tax reforms, health insurance reforms, educational reforms, and welfare reforms. In this context, welfare reform is just one of the many antipoverty strategies and would benefit the poor including welfare recipients.

KEY WORDS: USA, 1988, ENGLISH, ARTICLE, WELFARE REFORM, CRITIQUE, POLICY, SOCIAL

Ellwood, David T. Targeting "Would Be" Long-Term Recipients of AFDC, Princeton, N.J.: Mathematica Policy Research, 1986.

The main assumption in this study is that the majority of the resources are devoted to providing benefits to long-term recipients of AFDC. Thus to identify likely long-term recipients early on and to target employment and social services toward them would reduce their dependency as well as welfare costs. It uses longitudinal survey data (15-year Panel Study of Income Dynamics-PSIC) for measuring total welfare time and exploring possible groups for targeting purposes. The findings show that return to welfare is very common for never-married women and those who have several children. Education, work experience, disability, and race also showed to be important in long-term AFDC receipt and to return to welfare.

KEY WORDS: USA, 1986, ENGLISH, WELFARE DEPENDENCY, RESEARCH, LONGITUDINAL, ANALYSIS, SOCIO-ECONOMIC, PROGRAM DEVELOPMENT

Gottschalk, P. Can Work Disincentives Shorten the Duration of Job Search?, [Madison]: [1986], 30pp.

This study offers a framework for analyzing the impact of taxes and transfers on the duration of time a person waits to accept a job while on welfare program. Rather than focusing on a specific program, it considers a generic tax-transfer system caracterized by a guarantee (the benefit to someone not working) and a tax rate (the rate at which benefits are reduced or taxes increased as earning rise). The analytical results indicates that increses in guarantees do not necessarily increase the duration. In fact, increases in guarantees and increases in tax rates may shorten duration at the same time as decreasing the labour supply of persons staying on the program.

KEY WORDS: USA, 1986, ENGLISH, PAPER, WORK INCENTIVES/ DISINCENTIVES, ANALYSIS, ECONOMIC, JOB SEARCH

Gueron, Judith M. "State Welfare Employment Initiatives: Lessons From the 1980s", Focus, Vol. 11, No.1, Spring 1988, 17-24.

The subject of this article is why the emphasis in the AFDC program(Aid to Families with Dependent Children) has shifted from an income-conditioned eligibility to an obligation, in which getting a welfare check obligates the recipients to look for or accept a job, or to participate in work experience, education and training activities in preparation for work. It summarizes what is known about the feasibility and success of this type of reform.

KEY WORDS: USA, 1988, ENGLISH, ARTICLE, WELFARE REFORM, WORKFARE

Harrison, Bennett; Bluestone, Barry. The Dark Side of Labour Market Flexibility: Falling Wages and Growing Income Inequality in America, Geneva, Switzerland: International Labour Organization, 1987. (Working Paper #7).

This paper suggests an alarming long-term trend in labour flexibility in the United States. First it examines the decline in the wage bill and how much of it is attributed to falling employment, and how much to reductions in real hourly wage rates. It then discusses the rising inequality in incomes and in the distribution of wealth. Such analysis then lead to the critical assessment of the conventional economic wisdom on these matters which argues that the "apparent" problem is actually attributable to short-term movements of business cycle and to the changing demographics, specially the entry during the 1970s of the "baby boom" generation to the American workforce. Both developments are transitional and are no cause for alarm. The authors argue that such wisdom is wrong. They show the potential consequences of these trends towards a stagnating standard of living in USA and indicate that if the effects of such long-term trends are right, the problem of growing income inequality and of low wage works are likely to trouble The USA in the last decade of the 20th century.

KEY WORDS: USA, PAPER, 1987, ENGLISH, ECONOMIC, ANALYSIS, PROGRAM DEVELOPMENT

Johnson, Norman. The Welfare State in Transition: The Theory and Practice of Welfare Pluralism. Amherst, MA.: The University of Massachusetts Press, 1987, 256p.

This is an examination of welfare state in capitalist societies.

The first chapter looks at the main characteristics of the welfare state in capitalist societies. Welfare state crisis is the subject of the second chapter. The third chapter looks at the meaning of the welfare pluralism. The next four chapters deal with the welfare in four different sectors: informal sector; voluntary sector; commercial sector; and the state. The concluding chapter presents the alternative futures of welfare offered by different ideologies. The examples used in this book are drawn mainly from Western Europe and the United States, and brief references to Australia, Canada, and New Zealand.

KEY WORDS: USA, 1987, ENGLISH, BOOK, ANALYSIS, SOCIAL, WELFARE REFORM

Lenkowsky, Leslie. Politics, economics, and welfare reform: The failure of the negative income tax in Britain and the United States, Lanham, MD: University Press of America; [Washington, D.C.]: American Enterprise Institute for Public Policy Research, 1986.

This book is a historical, economic, political, and cross cultural analysis of welfare policies in U.S.A. and Britain. It begins with historical evolution of welfare state in both countries and continues with comparative examination of welfare reform strategies such as the negative income tax; strategies to ensure family welfare without destroying the work incentives; and startegies to prevent welfare dependency in the two countries. The last part of the book deals with the reasons for the failure of welfare policies in reducing poverty without increasing dependency in USA and Britain.

Throughout the book, the author trys to convey the idea that public policies including welfare policies should be examined within their particular cultural, socio-economic and political context.

KEY WORDS: USA, BRITAIN, 1986, BOOK, ENGLISH, ANALYSIS, POLITICAL, ECONOMIC, WELFARE REFORM, WELFARE DEPENDENCY, WORK INCENTIVES/ DISINCENTIVES, COMPARATIVE

Lerman, Robert I. "Non-welfare Approaches to Helping the Poor", Focus, Vol. II, No.1, Spring 1988.

This article suggests a "bridge" system to supplement income outside the welfare system which includes five components:

- A child support assurance program
- A refundable child tax credit
- A wage rate subsidy program for family heads
- State health insurance programs to replace and supplement Medicaid
- Enhanced training for those remaining on welfare

Each component is separately discussed. In the last part of this paper, the advantages and the net costs of the new system are presented.

KEY WORDS: USA, 1988, ARTICLE, ENGLISH, WELFARE REFORM, INCOME SUPPORT

Lerman, Robert I. The Costs and Income Gains of Non-Welfare Approaches to Helping the Poor, Wasltham, Mass.: Heller Graduate School, Brandis University, 1988.

Using data from the Survey of Income and Program Participation (SIPP), this paper describes and analysis an alternative strategy for current welfare system. The basic idea is to develop a "bridge" system that can help low income families live decently outside the welfare system. Regarding employment and training of welfare recipients, It argues that with the bridge system in place, welfare caseloads will decline, thereby allowing the work and training programs to focus on the group most in need of these services.

KEY WORDS:USA, 1988, PAPER, ENGLISH, ANALYSIS, SOCIO-ECONOMIC, WELFARE REFORM, ALTERNATIVES

Lewis, G.H.; Garfinkel, I. Interactions Among Social Welfare Programs, Madison, Wis.: Institute for Reaseach on Poverty, 1988, 27p.

This is an analysis of social welfare system in USA. It explores several ways in which social welfare programs such as AFDC, food stamps, and Medicaid interact among themselves and the interactions between these programs and the taxation system. It includes: the analysis of the effect of one welfare program on another; the effect of one program on the whole set of additional programs; the system of interacting tax and benefit reduction rates that together determine the cumulative marginal tax rate on income; and finally the effects of interacting programs on the governments that create and maintain those programs.

KEY WORDS: USA, 1988, ENGLISH, ANALYSIS, POLICY, SOCIO-ECONOMIC, PAPER, , PROGRAM

Massachusetts Department of Public Welfare. It's Your Move...Employment & Training Choices, Boston, Mass.: The Department, n.d.

This booklet illustrates with charts and graphs some facts about employment and training choices (ET) program that began in October 1983 in Massachusetts. It includes information such as program choices by participants, two year (1984,85) ET program results, welfare vs. wages for 1985 and effects of ET on the AFDC (Aids to the Families with Dependent Children) caseload.

KEY WORDS: USA, BOOKLET, ENGLISH, ET PROGRAM, TRAINING, FACTSHEET

Moffitt, R. "Historical Growth in AFDC Participation" in Smolensky, E.; (et al) Symposium: Social Welfare Policies, Madison, Wis.: Institute for Research on Poverty, 1987, 54p.

This is one of the papers presented at the symposium on the Efficiency and Equity of Social Welfare Policies, held in Paris in June 1986.

This paper addresses the issue of whether the measurable economic variables suggested by the theory of welfare participation can explain the rapid increase of the AFDC caseloads during the years 1967-1973. First, It gives a brief review of the literature in this area followed by presentation of the economic theory of welfare participation. Next, the time-series trends in participation and their possible determinants are given. The evidence from a set of cross-sectional data is then reported. The paper ends with a brief conclusion that there must have been a structural change during the period of increase in AFDC caseloads, such as decline in the stigma associated with the receipt of welfare payments which has been irrelevant to measurable economic variables suggested by the welfare participation theory.

KEY WORDS: USA, ENGLISH, PAPER, CONFERENCE, SOCIAL POLICY, AFDC, ANALYSIS, WELFARE DEPENDENCY

Moffitt, R. "Work Incentives in the AFDC System: An Analysis of the 1981 Reforms", American Economic Review, 76, May 1986, pp.219-223.

This is an analysis of the welfare reforms of 1981 resulted from the Omnibus Budget Reconciliation Act which increased nominal tax rates in the AFDC program. Several studies were conducted about the effects of such reform on work incentives/disincentives of the AFDC recipients. The article presents evidence to the ambiguity surrounding the results of such studies. Based on the evidence , it concludes that higher-transfer-program tax rates such as those resulting from OBRA will reduce work effort among female-head population, and that lower tax rates would increase it. In conclusion, the author points out that setting the tax rates in transfer programs should not be only on the basis of their work disincentives effects. It should be based on balancing the work-disincentives issues against cost considerations and goal of redistribution as well as other considerations such as whether the results would extend to men and women clients in marital unions.

KEY WORDS: USA, 1986, ARTICLE, ENGLISH, WORK INCENTIVE/DISINCENTIVE, PROGRAM DEVELOPMENT, WELFARE REFORM, ECONOMIC ANALYSIS

Nightingale, Demetra Smith; Burbridge, Lynn C. The Status of State Work-Welfare Programs in 1986: Implications for Welfare Reform, Washington, D.C.: The Urban Institute, 1987.

This report is intended to examine the current national welfare-employment system through presentation of policies and programs at the state level and exploration of the patterns or differences among states in how welfare recipients are served through these training programs. Based on the nature of state policies and programs, the implications of various alternatives currently being considered for federal welfare reform are addressed.

KEY WORDS: USA, 1987, ENGLISH, REPORT, TRAINING PROGRAMS, WELFARE REFORM, POLICY, SOCIO-ECONOMIC

O'Hare, William P. America's Welfare Population: Who Gets What?, Washington, D.C.: Population Reference Bureau, 1987, 16p.

This report presents a demographic overview of the welfare population and provides insight into some features of the current welfare programs. The purpose of this report is to illuminate the discussions of welfare reform through the most famous American welfare programs such as AFDC (Aid to Families with Dependent Children)

KEY WORDS: USA, 1987, ARTICLE, ENGLISH, WELFARE REFORM, ANALYSIS, SOCIAL

Rehn, Gösta. "Swedish Active Labour Market Policy: Retrospect and Prospect", Industrial Relations, Vol. 24, No 1 (Winter 1985).

This is an analysis of the Swedish active labour market policy which is paying for job creation and labour market adjusment programs instead of paying for non-work. It prersents the origin and principasls of active labour market policy and its broad characteristics; and measures to influence the labour supply and demands within the framework of active labour market policy. The analysis shows imperfections which have reduced the anti-inflationary effects of active labour market policy. The article concludes with a debate on the future of active labour market policy in Sweden.

KEY WORDS: USA, SWEDEN, 1985, ARTICLE, ANALYSIS, ECONOMIC, POLICY,

Roberts, Paula; Schulzinger, Rhoda. "Toward Reform of the Welfare System: Is Consensus Emerging?", Clearinghouse Review, Vol. 21, No. 1, May 1987. (Washington, D.C.: Centre for Law and Social Policy)

This article starts with a brief overview of the economic realities, philosophical perspectives, and social experiments that have contributed to the reform of the welfare system. Next, it reviews the major proposals now being in effect and examines future prospect for welfare reform. It concludes with a brief bibliography on welfare reform.

KEY WORDS: USA, 1987, ARTICLE, WELFARE REFORM, BIBLIOGRAPHY

Rossett, Allison. Training Needs Assessment, Englewood Cliffs, N.J.: Educational Technology Pub., 1987.

This is a guide to effective training and perfoemance development. The purpose of this book is to: a)conceptualize what we do before we train people or recommend non-training solutiopns; b) introduce and use the concepts of purpose-based Training Needs Assessment (TNA); and c) describe and exemplify steps, tools and techniques for carrying out TNA.

KEY WORDS: USA, 1987, BOOK, ENGLISH, SKILL TRAINING, GUIDE,

Ruggles, Patricia. Welfare Dependency and Its Causes: Determinants of the Duration of Welfare Spells, Washington, D.C.: Urban Institute, 1988.

This paper examines the dynamics of welfare recipiency, and the determinants of the duration of welfare rolls using data from the Survey of Income and Program Participation (SIPP). The results of this analysis imply that never-married mothers and those with no job before the start of the welfare roll, are likely to experience much longer welfare dependency than those who have been married or who have been recently employed.

KEY WORDS: USA, 1988, ENGLISH, PAPER, WELFARE DEPENDENCY, ANALYSIS, SOCIAL

Wiseman, M. How Workfare Really Works, Madison, Wis.: Institute for Research on Poverty, 1987, 12pp.

Having discussed the goals of workfare, the author questions the capabilities of present welfare system to deliver successful workfare programs. The main focus of the discussion is the process of designing and implementing such programs. Taking examples of different components in provision of current workfare programs, the author addresses the problems of planning, management, and lack of assessment of workfare program components. The paper concludes with some suggestions for long-term welfare reduction such as improvement of public education, and provision of health care to working low-income people.

KEY WORDS: USA, 1987, PAPER, ENGLISH, WORKFARE, CRITIQUE, PROGRAM DEVELOPMENT

Single Parents

Danziger, Sandra K. Breaking the Chains: From Teenage Girls to Welfare Mothers, or, Can Social Policy Increase Options?, [Madison]: Research on Poverty, [1986], 48pp. Discussion paper; #825-86), University of Wisconsin, Madison.

This paper examines the process of becoming a teen welfare mother. In each four stages of this process (sexual intercourse, contraceptive use, pregnancy, economic arrangement of teen mothers married or single at birth) the author reviews the incidence and prevalence of different possible choices and the role of government policies and programs as determining factors associated with each choice. Finally, the major social programs that could reduce the number of teen welfare mothers are assessed, and a number of policy recommendations including policies to reduce long-term welfare dependency through education and training programs for teen welfare mothers are suggested.

KEY WORDS: USA, 1986, ENGLISH, PAPER, SINGLE PARENTS, POLICY, SOCIAL, ANALYSIS, WELFARE REFORM, RECOMMENDATIONS

Ellwood, David T. Working Off Welfare: Prospects and Policies for Self-Sufficiency of Women Heading Families. [Madison]: University of Wisconsin-Madison, [1986], (Discussion Paper; #803-86).

This paper examines the possibilities that welfare mothers can become self-sufficient through working. Using data from the Michigan Panel Study of Income Dynamics to analyze the work effort and earnings of women in the Aid to Families with Dependent Children program (AFDC), it concludes that even though working is difficult for welfare mothers, it does permit some of them to become self-sufficient. The women most able to leave the welfare rolls through employment are those with previous work experience and more education. It also suggests that job search, training programs, and work experience programs should be an important part of antipoverty policy for female household heads, but they are not enough to allow the majority of welfare mothers to become self sufficient. Earnings should be supplemented by other means, such as child support.

KEY WORDS: USA, 1986, PAPER, ENGLISH, SINGLE PARENTS, AFDC, WELFARE RECIPIENTS NEEDS, WELFARE REFORM, PROGRAM DEVELOPMENT

Friedlander, Daniel ... [et al]. Final Report on Job Search and Work Experience in Cook County (Illinois), New York, N.Y.: Manpower Demonstration Research Corporation, 1987.

This is an evaluation report of WIN Demonstration program in Illinois. The main goal of the program was to reduce caseloads and costs through involving the WIN mandatory participants (recipients of Aid to Families with Dependent Children-AFDC) in job search and work experience. The evaluation found that the programs led to small welfare savings but not statistically significant employment or earning gains.

KEY WORDS: USA, 1987, ENGLISH, REPORT, EVALUATION, SINGLE PARENTS, JOB SEARCH, WORK EXPERIENCE,

Friedlander, Daniel ... [et al]. West Virginia: Final Report on the Community Work Experience Demonstrations, New York, N.Y.: Manpower Demonstration Research Corporation (MDRC), 1986.

This is an evaluation report of CWEP which is almost exclusively workfare and no other major services were offered. Program evaluation focuses separately on single parent AFDC (Aid to Families with Dependent Children) family heads (mostly mothers) and heads of two parent families (primarily fathers) in AFDC-U category. The feasibility and implementation of the program as well as cost-benefit analysis are presented separately for the two categories of participants.

KEY WORDS: USA, 1986, ENGLISH, EVALUATION, WORKFARE, SINGLE PARENTS

Goldman, Barbara; Friedlander, Daniel; Long, David. Final Report on the San Diego Job Search And Work Experience Demonstration, New York, N.Y.: Manpower Demonstration Research Corporation, 1986.

This report is the last of three studies in the overall evaluation of San-Diago initiatives. Using longer follow-up data than the earlier reports, it attempts to provide answers to a broad range of questions about the feasibility, impact, cost-effectiveness and targeting of mandatory job search and work experience programs. Throughout this report, AFDC applicants (Aid to Families with Dependent Children), single female headed households and AFDC-U applicants, two-parent households categories are analyzed separately.

KEY WORDS: USA, 1986, ENGLISH, REPORT, EVALUATION, SINGLE PARENTS, JOB SEARCH, WORK EXPERIENCE

Groesman Baldwin, Jean; Maynard, Rebecca; Roberts, Judith. Reanalysis of the Effects of the Selected Employment and Training Programs, Princeton, N.J.: Mathematica Policy Research, Inc., October 1985.

The objective of this study was to develop suggestions for program targeting to reduce long-term welfare dependency among women. First, the target populations are defined by considering factors correlated with their long-term welfare dependency. Next, it attempt to determine which subgroups of welfare dependent individuals are likely to be effected by interventions, using data from five programs: Supported Work, two Louisville WIN Labs, the Employment Opportunity Pilot Project (EOPP), and WIN. Finally, a list of targetting strategies is developed.

KEY WORDS: USA, ENGLISH, 1985, REPORT, WOMEN, SINGLE PARENTS, EVALUATION, SKILL TRAINING, PROGRAM, WELFARE DEPENDENCY

Grossman Baldwin, Jean; Mirsky, Audrey. A Survey of Recent Programs Designed to Reduce Long-Term Welfare Dependency, Princeton, N.J.: Mathematica Policy Research, Inc., April 1985.

This report examines the effectiveness of major employment programs and demonstration projects implemented since 1960s in terms of enhancing the employability of welfare dependent women. It first examines the overall impact of the major programs and demonstration projects for the AFDC population to determine which projects are most cost-effective. Then, the impacts of the different services have been examined. Finally, differences in the impact of the programs on individuals with certain characteristics are examined to determine the most effective services for the various subgroups.

KEY WORDS: USA, ENGLISH, 1985, REPORT, WOMEN, SINGLE PARENTS, EVALUATION, SKILL TRAINING, PROGRAM, WELFARE DEPENDENCY

Gueron, Judith M. "Reforming Welfare With Work", Public Welfare, 45: 13-25, Fall 1987.

This article first outlines the issues surronding the federally supported aid to families with dependent children (AFDC) program and evolution of the debate about reforming welfare with work. It then summarizes the major findings of the Manpower Demonstration Research Corporation(MRDC) study. MRDC's demonstration of state work/welfare initiatives is a series of large-scale evaluations (started in 1982) in eight states and in smaller-scale studies in three additional states. In conclusion, the author suggests some of the implications of the above findings for welfare policy and discusses some unanswered questions about the workfare initiatives.

KEY WORDS: USA, 1987, ENGLISH, ARTICLE, WORKFARE, WELFARE REFORM, SINGLE PARENTS, EVALUATION,

Hutchens, R.; Jakubson, G.; Schwartz, S. Living Arrangements, Employment, Schooling and Welfare Recipiency of Young Women, Madison, Wis.: Institute for Research on Poverty, 1986, (Special Report #40), 173pp.

This report examines the relationship between living arrangements of single young women on the one hand, and education, employment, and welfare use on the other. It is based on the previous research (Bane and Ellwood, 1983), indicating that higher welfare benefits are associated with an increased tendency for single young mothers to establish separate households and not living with their parents or relatives. This would discourage self-support because welfare mothers may, for example, devote more time to child care and less time for schooling or work. Thus, to some extent the welfare programs might encourage welfare dependency.
The purpose of the present study is to examine the consistency of the above research finding. In this examination, five related research questions are addressed: to what extent do states differ in their treatment of different living arrangements?; to what extent do welfare benefit levels affect a young woman's choices among living arrangements?; to what extent do welfare benefits levels affect a young woman's choices with regard to education, work status, and welfare?; to what extent do young women in different living arrangements differ in their tendency to work, to go to school, and receive welfare?; and what affects the Federal government's policies to encourage young mothers to live with parents would have on schooling, work and welfare receipt?
KEY WORDS: USA, 1986, ENGLISH, SINGLE PARENTS, WELFARE DEPENDENCY, ANALYSIS, EMPLOYMENT, RESEARCH

Massachusetts Taxpayers Foundation. Training People to Live Without Welfare. Boston, Mass.: The Foundation, August 1987, 29p.

This is an analysis of the Employment and Training Choices Program vs. job creation strategy of the state government. It includes an examination of impacts of ET job placements in decreasing the AFDC (Aid to Families with Dependent Children) caseloads. For example, it estimates that 60 percent of those who participate in the ET program leave the welfare rolls altogether therefore, generating savings to taxpayers as well as overall state economy.
KEY WORDS: USA, 1987, ENGLISH, REPORT, SINGLE PARENTS, PLACEMENT , SKILL TRAINING, EVALUATION/ASSESSMENT, ET PROGRAM, COMPARATIVE EVALUATION

Maynard, Rebecca; (et al). The Evaluation Design for the Teenage Parent Demonstration, Princeton, N.J.: Mathematica Policy Research, September 1988.

The purpose of this study is to assess innovative strategies for reducing the long-term welfare dependency of teenage parent. The first part of this report provides an overview of the welfare-dependent teenage population as background to the design and evaluation issues discussed in the subsequent chapters. The end product of this study is a set of documented policy recommendations that focus on service needs; targeting strategies, an effective action models and performance monitoring guidelines.
KEY WORDS: USA, 1988, ENGLISH, REPORT, EVALUATION, SINGLE PARENTS, YOUTH, WELFARE DEPENDENCY

Moffitt, R. Work and the U.S. Welfare System: A Review., Madison, Wis.: Institute for Research on Poverty, 1988, 84pp.

This is a selected review of the results of research to date on the extent of connections between welfare recipiency and low levels of work effort in the welfare system. It includes non-elderly, and non-disabled welfare recipients participating in current transfer programs such as AFDC (Aid to Families with Dependent Children), Food Stamps, and Medicaid programs. The review is organized around three sets of questions concerning patterns of growth of welfare programs; patterns of work and welfare reciept among recipients and what do research suggest regarding that those patterns are affected by the levels of program benefits and the program structure; and finally what policy measures for improving levels of employment and earnings have been proposed and what would be their effects according to the available research. The final section of the paper contains the summary of the answers that have been obtained and suggestions for future research in this area.

KEY WORDS: USA, 1988, ENGLISH, PAPER, RESEARCH REVIEW, SINGLE PARENTS, WORK INCENTIVES/DISINCENTIVES, RECOMMENDATIONS

Moffitt, R. Trends in AFDC Participation Over Time: Evidence on Structural Change, Madison, Wis.: Institute for Research on Poverty, 1986, 63pp.

Increase and decline of the caseload in the Aid to Families with Dependent Children (AFDC) Program is the subject of examination in this report. The question is, to what extent such increase (in late 1960s and early 1970s) and decline (in late 1970s) can be attributed to the measurable forces such as changes in benefit levels and work incentives, changes in the characteristics of the recipients, changes in the labour market... Other questions then follow as whether these variables can explain much of the time-series trend in AFDC participation rate. If so, which ones are important? If not so, does this show that the "structure" of the AFDC participation decision has been changed?. The objective of the study is to explore the possibilities of accurately forecasting changes in the AFDC caseloads in response to policy alternatives that might occur.

KEY WORDS: USA, 1986, ENGLISH, SOCIO-ECONOMIC, ANALYSIS, AFDC, WORK INCENTIVES, SINGLE PARENTS, WELFARE REFORM

Ortiz, E.T.; Bassoff B.Z. "Adolescent Welfare Mothers: Lost Optimism and Lowered Expectations", Social Casework, 68: 400-405, 1987.

The Article describes the views of a sample of teenage welfare mothers. It deals with issues such as their career, education, motherhood, sexuality, and projections about the future. Some of these views are contrasted with those of a separate sample of their nonparent peers who are still in high school. The article shows how the attitudes of the teenage mothers have become less hopeful than those of their peers and how this pessimism may contribute to their future life experiences. Significance of secondary-prevention programming such as case-management to provide teenage welfare mothers with an ongoing support, is also presented.

KEY WORDS: USA, 1987, ENGLISH, ARTICLE, SINGLE PARENTS, ATTITUDE, COMPARATIVE RESEARCH, POLICY, SOCIAL, WELFARE REFORM

Polangin, Richard. Third Year Findings: Employment and Demographic Characteristics of AFDC and Food Stamp Recipients: a three year longitudinal study/Prepared for Florida Department of Health and Rehabilitative Services, Florida Department of Labor and Employment Security, Tallahassee, Fla.: HRS, [1985].

This study attempts to survey demographic characteristics (age, sex, household size, children under six years and between six and 12 years, and time of assistance) and employment characteristics (wage, recency of employment, the duration of employment in weeks and numbers of different jobs) of working age AFDC recipients (Aid to Families with Dependent Children) compared to working age food stamp household heads. The findings of this study show that black women, high school dropouts, and persons who lack a paid work experience are groups at substantial risk of long-term dependency.

KEY WORDS: USA, 1985, ENGLISH, RESEARCH, LONGITUDINAL, COMPARATIVE, SINGLE PARENTS, WELFARE DEPENDENCY, CHARACTERISTICS

Robins, Philip K. Child Support, Welfare Dependency, and Poverty, Madison, Wis.: Institute For Research on Poverty, University of Wisconsin-Madison, 1986.

Empirical analysis of the effect of child support enforcement policies on poverty and welfare dependency among female- headed families on AFDC (Aid to Families with Dependent Children). The data used for this analysis are from a special supplement to the April 1982 Current Population Survey (CPS) which includes a detailed information about child support and welfare receipt. The first section of this paper provides the theoretical and empirical model of AFDC participation. In the second part, the results of the AFDC participation are used in conjunction with data on the Child Support Enforcement Program to estimate the effects of the program on receipt of child support. In the third part, the empirical findings are used to determine the effects of various child support enforcement policies on welfare dependency, poverty, and welfare cost. In conclusion, the paper suggest that child support enforcement may reduce welfare program costs, but is unlikely to have a dramatic effect on reducing either poverty or welfare dependency.

KEY WORDS: USA, 1986, PAPER, ENGLISH, EMPIRICAL, ANALYSIS, SOCIO-ECONOMIC, PROGRAM ADMINISTRATION, WELFARE DEPENDENCY, WOMEN, SINGLE PARENTS, INCOME SUPPORT

Unemployed

The New Jersey Unemployment Insurance Reemployment Demonstration Project: Final Evaluation Report/Walter Corson Policy Research Inc., Washington, D.C.: Dept. of Labor, Employment and Training Administration, 1989.

Evaluation study of the NJUIRDP. The purpose of this project was to examine whether the unemployment insurance system could be used to identify displaced workers early in their unemployment period and to provide them with early intervention services (job-search only; job search combined with skill training; and job- search combined with the cash bonus) for facilitation their transition to work. The evaluation consists of three components: a short policy oriented summary; an implementation and process analysis; and an impact and cost-benefit analysis.

KEY WORDS: USA, 1989, ENGLISH, REPORT, EVALUATION, UNEMPLOYED, JOB REENTRY

U.S. Department of Labor, Employment and Training Administration. Referral of Long-Term Unemployment Insurance (UI) Claimants to Reemployment Services, Washington, D.C.: The Dept., February 1989.

This study addresses the feasibility of identifying and targetting services to long-term UI claimants who require reemployment services. This study is a follow up to the earlier studies which have found that it is often difficult to motivate potential long-term UI beneficiaries to accept reemployment services during the early stages of their unemployment period.

KEY WORDS: USA, ENGLISH, 1989, REPORT, UNEMPLOYED, JOB REENTRY, PROGRAM DEVELOPMENT, INCOME SUPPORT

Visible Minorities

Mason, Sarah R. Training Southeast Asian Women for Employment: Public Policies and Community Programs, 1975-1985. Minneapolis, Minn.: Southeast Asian Refugee Studies Project, Center for Urban and Regional Affairs, University of Minnesota, 1986, 142p.

The study is concerned with the impact of federal resettlement policy on refugee employment training programs, particularly those serving refugee women. The questions addressed in this study are: What impact did these employment training programs have on Southeast Asian refugee resettlement in the United States? What percent of the refugees participated in training? Did Southeast Asian refugees with training achieve more economic advancement than those without training? Did the training programs serve refugee women equitably? What effect did federal resettlement policy have on the effectiveness of employment training programs for refugees in general, and for refugee women in particular?

KEY WORDS: USA, 1986, ENGLISH, REPORT, REFUGEES, IMMIGRANTS, SKILL TRAINING, EVALUATION/ASSESSMENT, ANALYSIS, POLICY, SOCIO-ECONOMIC

Welfare Recipients

Allen, Joan A. (et al). Opportunities for the Greater Use of the Private Sector in Delivering State Services, Washington, D.C.: The Urban Institute, 1987.

Description and inventory of the state innovative programs in six areas (corrections, parks and recreation, social service and mental health, employment and training, vehicle maintenance, state transportation) that involve greater use of the private sector. The report also provides information on problems encountered and evidences as to how successful or not these innovative programs have been.
In the chapter about employment and training, the descriptions and assessments of some programs for displaced workers, youth, and welfare recipients are given.
KEY WORDS: USA, 1987, ENGLISH, REPORT, DISPLACED WORKERS, YOUTH, WELFARE RECIPIENTS, TRAINING PROGRAMS, INVENTORY

Bangser, Michael R.; Healy, James; Ivry, Robert. Welfare Grant Diversion: Lessons and Prospects, New York, N.Y.: Manpower Demonstration Research Corporation (MDRC), March 1986, 62pp.

In early 1984, six states--Arizona, Maine, Florida, New Jersey, Texas and Vermont-- started a test of federal welfare grant diversion, under which grants are used as a source of wage subsidies for recipients placed in paid jobs. The Manpower Demonstration Research Corporation (MDRC) has examined these states' initiatives since their beginning and in early 1985, issued a preliminary report describing both the benefits and some of the difficulties the states encountered in the early stages of such programs. This second report is built upon the preliminary lessons identified in the first report by further examining the legislative and regulatory developments that have affected grant diversion's roles since it began in six states. It also provides an updated description of the state programs; and examines the specific financial and administrative issues involved in implementing the grant diversion funding mechanism. The last chapter presents MDRC's conclusions and recommendations for states interested in grant diversion.
KEY WORDS: USA, 1986, REPORT, ENGLISH, WELFARE RECIPIENTS, PROGRAM, EVALUATION, ADMINISTRATION, INCOME SUPPORT, RECOMMENDATIONS, POLICY, SOCIO-ECONOMIC, JUDICIAL

Bawden, D. Lee. The Effectiveness of Employment and Training Programs for Canadian Social Assistance Recipients, Washington, D.C.: The Urban Institute, 1985.

This is an examination of the effectiveness of employment and training programs for welfare recipients through a brief review of the evaluation literature. It starts with the brief review of the Canadian social assistance population and follows with the assessment about what types of programs have been shown to benefit which kind of recipients. Much of the assessment is based on United States evaluation studies.
KEY WORDS: USA, CANADA, 1985, ENGLISH, PAPER, WELFARE RECIPIENTS, ASSESSMENT/EVALUATION, REVIEW

Blank, Rebecca M. How Important is Welfare Dependence?, Madison, Wis.: Institute for Research on Poverty, (Discussion Papers 821-86), 1986, 64pp.

"This paper develops a theorethical model of welfare dependence, in which current participation in AFDC induces greater future use of the program. One prediction is duration dependence in welfare rolls. This is tested using six years of monthly data on time spent in the AFDC program among female household headsin the control group of the Seattle/Denver Income Maitenance Experiment. A variety of duration dependence models are estimated, investigating the effect of different functional form assumptions, as well as the impact of accounting for time-varying covariates, competing risks, and data hetrogeneity in the estimates."

KEY WORDS: USA, 1986, ENGLISH, ANALYSIS, SOCIO-ECONOMIC, AFDC RECIPIENTS, COMPARATIVE, WELFARE DEPENDENCY

Blau, D.; Robins, P. Labour Supply Response to Welfare Programs: Dynamic Analysis, Madison, Wis.: Institute for Research on Poverty, 1986, 22p. (Reprints #536).

In this paper the labour market histories have been utilized to estimate transition rates among various labour market states and to investigate the effect of welfare programs on the various transition rates. Using a sample of continuous longitudinal labour market histories, estimates are derived for welfare-nonwelfare differences in labour market flows among the states of employment, unemployment, and nonparticipation. The estimates are used to identify the main sources of the lower employment and labour force participation rates and higher unemployment rate of welfare recipients.

KEY WORDS: USA, 1986, ENGLISH, ARTICLE, WELFARE RECIPIENTS, WORK INCENTIVE/DISINCENTIVE, ECONOMIC ANALYSIS

Botterbusch, Karl F.; Smith, Christopher A. The Community Vocational Transition Centre, Menomonie, Wis.: Materials Development Center, Storet Vocational Rehabilitation Institute, School of Education and Human Services, University of Wisconsin-Stout, 1988.

"Most communities have no business or services uniquely and exclusively designed to help people make vocational decisions. Though schools, clinics, and employment agencies often provide limited testing and placement services, the experience, knowledge and expertise of persons trained in vocational evaluation and assessment holds a unique reserve of talent that would be valuable to the whole community". It is the author's contention that these talents could be generalized to provide services to many persons within the community through the community vocational centre. Several operating models to provide services through the community vocational transition centre are presented in this publication.

KEY WORDS: USA, 1988, BOOK, ENGLISH, VOCATIONAL TRANSITION WELFARE RECIPIENTS, COMMUNITY

Corbett, T.; Wiseman, M. Managing Workfare: What are the Issues?, [Madison]: University of Wisconsin-Madison, Institute for Research on Poverty, [1988], 34p. (Discussion Paper; #859-88).

One of the several papers prepared in the context of developing a management assessment report on the implementation of Wisconsin's Work Experience and Job Training Program in Kenosha County, Wisconsin, this paper presents principal management issues encountered in designing and implementing workfare programs pertaining to selection of goals, nature of the program, management problems, and provision for evaluation of outcomes. It argues that what is most needed in workfare policy is a series of demonstrations and experiments of both workfare systems and procedures for collecting data about them.

KEY WORDS: USA, 1988, PAPER, ENGLISH, WELFARE RECIPIENTS, PROGRAM DEVELOPMENT, WORKFARE, WELFARE REFORM

Dickinson, Nancy S. "Which Welfare Work Strategies Work?", Social Work, 1986, 31, 4, July-August, 266-272pp.

This article offers a research-based analysis of welfare work initiatives and suggests program changes such as including group job-search training, that will be favourable to welfare recipients.

KEY WORDS: USA, 1986, ENGLISH, ARTICLE, WELFARE RECIPIENTS, PROGRAM DEVELOPMENT, WELFARE REFORM

Domestic Policy Council (U.S.). Low Income Opportunity Working Group. Up From Dependency: A New National Public Assistance Strategy: Report to the President. Washington, D.C.: For sale by the Supt. of Docs., U.S.G.P.O., [1986].

This is the report of a study on poverty and and welfare in U.S. This report along with its four supplemental volumes (The NationalPublic Assistance System; Experiments in Reform; A self-help Catalog; Research Studies and Bibliographiy) assesses the welfare system and its successes and failures, describes the frustrations felt by America's poor, and proposes a basic change in public assistance policy including employment policies for welfare recipients.

KEY WORDS: USA, REPORT, ENGLISH, 1986, WELFARE DEPENDENCY, WELFARE RECIPIENTS, POLICY, SOCIAL, RECOMMENDATIONS

Kaus, Mickey. "The Work Ethic State", The New Republic, V. 195, July 7, 1986. Commentaries by Robert Kuttner, Sylvia Ann Hewlett, William Julius Wilson, David T. Ellwood, Lawrence Mead, and Charles Murray, p. 22-23.

In this controversial article, the author proposes complete reform in the current welfare system as the only way to break the "culture of poverty" and welfare dependency in USA. He suggests that welfare recipients should be exposed to the necessity of work through workfare programs that consider guaranteed full-durable employment backed up by public service jobs, provision of support services to meet the needs of the recipients such as providing day care for single parents and adequate pre-employment training. His proposals are based on critical analysis of current workfare programs throughout USA.

KEY WORDS: USA, 1986, ARTICLE, ENGLISH, WELFARE RECIPIENTS, CRITIQUE, WORKFARE, WELFARE REFORM

Lalonde, Robert; Maynard, Rebecca. "How Precise are Evaluations of Employment and Training Programs: Evidence from Field Experiment", Evaluation Review, Vol, 11, No(4), Aug. 1987, 428-451.

This article is divided into five sections. Section 1 discusses the impacts of several federally funded employment and training programs for welfare recipients in USA. Section II describes the design and impacts of the National Supported Work (NSW) Program. Section III describes the approaches that program evaluations have used to evaluate job training programs non-experimentally. Section IV compares the non-experimental estimates of the NSW Program with the experimentally determined results. This article concludes with some suggestions for future research.

KEY WORDS: USA, 1987, ENGLISH, ARTICLE, EMPLOYMENT PROGRAM, SKILL TRAINING, WELFARE RECIPIENTS, EVALUATION, PROGRAM ADMINISTRATION

Maynard, Rebecca... (et al). Design of a Social Demonstration of Targetted Employment Services for AFDC Recipients, Princeton, N.J.: Mathematica Policy Research, Inc., 1986.

Report on a final part of a study of long-term welfare dependency. The other parts include: a review of research on effectiveness of employment programs for welfare recipients (Grossman; Mirsky, 1985); a reanalysis of the data from programs for the AFDC recipients (Grossman et al. 1985); a statistical analysis of longitudinal data base from the Panel Study of Income Dynamics about targeting (Ellwood, 1986); The development of a computer model for effective targetting strategy. The present report describes the design of a social demonstration project based on the results of the four previous components.

KEY WORDS: USA, REPORT, ENGLISH, 1986, PROGRAM DEVELOPMENT WELFARE DEPENDENCY

Mead, Lawrence M. "The Potential for Work Enforcement: A Study of WIN", Journal of Policy Analysis and Management, Vol. 7, No. 2, 264-288 (1988)

This article suggests that work requirements for workfare participants could raise employment level substantially. However, such requirements may not improve the quality of jobs recipients are able to get. Therefore, enforcement enhances the goal of integration, but to achieve greater economic equality will require additional reforms. The study measures the barriers and disincentives to work and the power of the program to overcome them. It then uses these variables to explain the performance of the 50 state WIN programs in 1979. The study concludes that the main constraint on job entries appears to be the absence of more serious work requirement for most recipients, which allow for economic and social constraints and the disincentives to work created by welfare.

KEY WORDS: USA, ARTICLE, STUDY, WIN, ENGLISH, 1988, WELFARE RECIPIENTS, WELFARE DEPENDENCY, WORKFARE, WELFARE REFORM, WORK INCENTIVES/DISINCENTIVES

Moffitt, R; Wolfe, D.A. "The Effect of the 1981 Omnibus Budget Reconciliation Act on Welfare Recipients and Work Incentives", Social Service Review, 1987, V61, N2, p 247-260.

This study provides a detailed look at the effect of the OBRA legislation on the AFDC (Aid to the Families with the Dependent Children) caseload. It attempts to answer several questions such as, How were working and non-working recipients effected?, How did the provisions of OBRA affect the work incentives inherent in the AFDC benefit formula?

The study findings show that most savings and caseload reductions were indeed drawn from those with higher incomes and lower benefits as the OBRA intended. However, the uneven effect of the legislation on those recipients who work and the very large increase in the tax rate, raise questions about the effect of the act on the work incentives.

KEY WORDS: USA, 1987, ENGLISH, ARTICLE, WORK INCENTIVES AND DISINCENTIVES, WELFARE RECIPIENTS, INCOME SUPPORT, POLICY, ECONOMIC, JUDICIAL

Nightingale, Demetra Smith. Assessing the Employability of Welfare Clients, Washington, D.C.: Urban Institute, May 1986, 10p.

Suggesting that a careful assessment of a client's employability, experience, interest and barriers is important if a program is to help an individual find and keep a job, this paper describes the client assessment being used in the Philadelphia Urban Saturation Work Program and discusses some of the issues that should be considered in designing and implementing employability assessment components such as job readiness determination; identification of social service needs of clients; and written assessment test. This paper closes with a discussion of experiences and implications of PUSW Program.

KEY WORDS: USA, 1986, PAPER, ENGLISH, WELFARE RECIPIENTS, EMPLOYABLE, ASSESSMENT, PROGRAM DEVELOPMENT

Nightingale, Demetra Smith. Employment Opportunities for Welfare Recipients, Paper presented at the Association for Public Policy Analysis and Management Conference, October 30, 1987, Bethesda, Md., Washington, D.C.: The Urban Institute.

"This brief paper examines several issues pertinent to the welfare reform debate: the extent of work experience by welfare recipients, degree of their employability (especially lack of basic skills) and the debate on the methods of assessing and predicting employability".

KEY WORDS: USA, 1987, ENGLISH, PAPER, CONFERENCE, WELFARE REFORM, WELAFRE RECIPIENTS, EMPLOYABLE, WORK EXPERIENCE

Rofuth, Todd W. "Moving Clients Into Jobs", Public Welfare, Spring 1987.
This article presents a comparison of the Massachusetts' Employment & Training (ET) Choices Program and Pennsylvania's Work Registration Program (WRP), in terms of their philosophy and operational procedures. It attempts to answer some basic questions about the effectiveness of these programs such as did these two programs have impacts that reduced welfare case loads by increasing economic self-sufficiency? Did they result in a greater number of job placements and decreased case load expenditure? And did these results occur because of the programs or because of other unrelated variables?
KEY WORDS: USA, 1987, ARTICLE, ENGLISH, WELFARE RECIPIENTS, COMPARATIVE, WRP, PROGRAM, EVALUATION/ASSESSMENT

Sawhill, Isabel V. Jobs For the Truly Unemployed, Washington, D.C.: Urban Institute, December 1986, 10pp.
This paper was prepared for presentation in the "New York State Department of Social Services 1986 Employment Training Conference," Held in Albany, New York on May 22, 1986. It describes the clients assessment instruments being used in the Philadelphia Urban Saturation Work Program and discusses some of the issues that should be considered in designing and implementing employability assessment components namely:
- job readiness determination,
- social services needs checklist, and
- the written assessment test.
KEY WORDS: USA, 1986, ENGLISH, WELFARE RECIPIENTS, PAPER, CONFERENCE, ASSESSMENT

Wallace, John; Long, David. GAIN: Planning and Early Implementation, New York, N.Y.: Manpower Demonstration Research Corporation, 1987.
This is an analysis of planning and early operational experience in implementing the Greater Avenue to Independence (GAIN) Program in California. This program offer welfare recipients education and training service opportunities. The issues addressed in this analysis include: staff perceptions of GAIN activities undertaken in planning, implementation problems, obstacles and recommendations for change; case management; program management; and resources.
KEY WORDS: USA, ENGLISH, 1987, REPORT, ASSESSMENT, WELFARE RECIPIENTS, ANALYSIS, PROGRAM DEVELOPMENT, GAIN

Wiseman, Michael. "Workfare and Welfare Policy", Focus, Vol.9, No.3, Fall and Winter 1986.
Practical issues arising from the outcomes of workfare policies such as assistance eligibility and work requirements in USA, are the focus of discussion in this article. These issues are discussed in the light of results of workfare programs in California and Massachusetts.
KEY WORDS: USA, 1986, ARTICLE, ENGLISH, WELFARE RECIPIENTS, WELFARE DEPENDENCY, WORKFARE

Women

Barnow, B.S., "The Impact of CETA Programs on Earnings. A Review of the Literature", Journal For Human Resources, Vol.22, No.2, 1987, pp. 157-193

Reviews evaluations of the Comprehensive Employment and Training Act (CETA) Programs. It indicates that overall findings of these evaluations show the programs to be more effective for women than men, and public service employment and on-the-job training were found to be more effective than classroom training. However, in their specific impact findings the evaluations differed significantly. One reason for such difference is the specific assumptions about selection procedures used to determine which individuals received training. Data limitations and inability to adequatly test the validity of such selections make it impossible to determine which evaluation study modeled the selection process acurratly.

KEY WORDS: USA, 1987, ARTICLE, ENGLISH, ASSESSMENT, WOMEN, TRAINING, EVALUATION, CETA

Gould, Sara K.; Lyman, Jing. A Working Guide to Women's Self-Employment, Washington, D.C.: Corporation for Enterprise Development, [1987].

This guide is intended as a resource for local economic development. Part one of this guide explores the concept of women's self-employment as a tool for economic development. Part two contains easy-to-access descriptions of a variety of women's self employment development programs in the U.S.A., western Europe and the Third World. Part Three offers practical assistance to groups interested in starting such programs. The guide concludes with a short list of resource organizations to contact for further information.

KEY WORDS: USA, 1987, ENGLISH, GUIDE, WOMEN, LOCAL ECONOMIC DEVELOPMENT, COMMUNITY BASED, SELF-EMPLOYMENT

Moffitt, Robert. Work Incentives in Transfer Programs (revisited), [Madison, Wis.]: University of Wisconsin-Madison, 1985. (Discussion paper; #787-85).

This paper sheds light on work incentives in the U.S. AFDC system:is the correlation between hours of female heads and the tax rate in the system positive or negative? First, it argues that because of the rounding of the budget constraint created by a transfer program, the effect of tax rates on labour supply is theoretically ambiguous. Then, through a fairly comprehensive analysis of both cross-sectional and time-series variation in the hours of work and tax rates of AFDC female heads, It concludes that the sign of this correlation is indeed negative and for female heads at least, higher tax rates do appear to have negative effect on Their work efforts.

KEY WORDS: USA, 1985, PAPER, WELFARE RECIPIENTS, WOMEN, ANALYSIS, SOCIAL, WELFARE REFORM, WORK INCENTIVES/DISINCENTIVES, POLICY

National Economic Development and Law Centre. Economic Development Strategies for Low-Income Women, Washington, D.C.: Economic Development Administration, U.S. Department of Commerce, January 30, 1987.

This demonstration project has been aimed at involving selected organizations in four cities: Chicago, Los Angeles, Philadelphia, and Seattle, in developing economic development strategies that address the employment, housing, and social service needs of low income women, and mobilize local resources for women's economic development through "venture-specific assistance" such as technical training, marketing assistance etc. provided by different local service providers to low-income women. The main objective of this project was to demonstrate that community-based venture development could have a positive impact on the economic status of low-income women, as well as strengthening the community and economic bases of low-income women's organizations.

KEY WORDS: USA, 1987, REPORT, ENGLISH, PROJECT, WOMEN, COMMUNITY, ALTERNATIVES

Polit-O'Hara, Denise. Final Impacts From Project Redistribution: A Program for Pregnant and Parenting Teens, New York, N.Y.: Manpower Demonstration Research Corporation (MDRC), 1985.

This is a report of an impact study of a comprehensive service program for low-income teenage mothers and mothers-to-be. The original demonstration project on which this study is based, began in four sites in mid-1980 and concluded in 1983. Previous reports about this program, covers implementation of the program and its preliminary impacts. Present report focuses on the impact of the program on its participants at both 12 and 24 months after the enrollment.

KEY WORDS: USA, 1985, ENGLISH, REPORT, WOMEN, YOUTH, EVALUATION/ASSESSMENT

Riccio, James A... [et al]. Final Report on the Virginia Employment Services Program, New York, N.Y.: Manpower Demonstration Research Corporation (MDRC), 1986.

This is an evaluation of the Virginia's Employment Services Program (ESP). This evaluation was conducted between Aug. 1983- Aug. 1986. Overall, the study found that ESP led to modest employment gains and welfare savings especially for women who came to the program at the time they were applying for welfare. For them program impacts tended to increase over an 18-month follow-up period. For welfare recipient groups immediate improvements in employment and welfare savings were short-lived. The program in addition, did not reduce the size of the caseload for both groups.

KEY WORDS: USA, REPORT, 1986, EVALUATION, ENGLISH, WOMEN,

Weidman J.C.; White R.N.; Swatz B.K. "Training Women on Welfare for High-Tech Jobs - Results from a Demonstration Program", Evaluation and Program Planning, Vol. 11, No. 2, 1988, p. 105-114.

Presents the findings from the evaluation of an innovative program to train female welfare recipients participating in the Work Incentive (WIN) program to become electronic technicians eligible for working in private industries. The paper describes: the progress of the women through the training program, including completion rates and the problems encountered that appear to be applicable to any such training program; the initial job search experiences of program graduates as well as problem faced by the women in their transition from public support to economic independence; and the importance of support services, both formal and informal, for successful functioning of such innovative programs. The paper concludes with a discussion about the implications of such program for other "workfare" programs in USA.

KEY WORDS: USA, 1988, ENGLISH, ARTICLE, EVALUATION, COMPARATIVE RESEARCH, WOMEN, WORKFARE, WIN, SKILL TRAINING, PROGRAM DEVELOPMENT, NEEDS

Youth

Betsey, Charles L., Robinson Hollister, Jr.; and Mary R. Papageorgiou, (eds.). Youth Employment and Training Programs: The YEDPA Years, Washington, D.C.: National Academy Press, 1985, 495 p.

This is a review of the products of the YEDPA (Youth Employment and Demonstration projects Act which was ended in 1981) research effeorts. The objectives of this study are:

- to review what is known about the effectiveness of the principal types of YEDPA programs;
- to assess existing knowledge regarding the implementation of youth employment programs;
- to evaluate the YEDPA research strategy; and
- to summarize the lessons learned from YEDPA for future policy development.

KEY WORDS: USA, 1985, REPORT, ENGLISH, YOUTH, EVALUATION, SKILL TRAINING, EMPLOYMENT, POLICY, SOCIO-ECONOMIC, RECOMMENDATION

Duva, Joy; Raley, Gordon. Transitional Difficulties of Out-of-Home Youth, Commentaries by Eilleen Pasztor and James M.Walker, Washington, D.C.: Youth and America's Future: The William T. Grant Commission on Work, Family and Citizenship, 1988, 93p.

This report starts with the general problems of transition from adolescence to adulthood particularly for two groups of out-of home youth: runaways, and youth in foster care. It continues with the analysis of federal policies which address the needs of these two groups of youth and highlights the successes and inadequacies of these policies. It also includes a review of the current programs aimed at further system reforms such as adopting Independent Living Program Models within child welfare services. The report ends with some research, policy, and program recommendations.

KEY WORDS: USA, 1988, ENGLISH, REPORT, YOUTH, VOCATIONAL TRANSITION, WELFARE REFORM, RECOMMENDATIONS

Ekstrom, Ruth B.; Freeberg, Norman E.; Rock, Donald A. "The Effects of Youth Employment Program Participation on Later Employment", Evaluation Review, Vol. 11, No. 1, February 1987, pp. 84-110.

The purpose of this study is to analyze existing longitudinal data from a nationwide sample of 419 youth who have participated in youth emplyment program and 356 nonparticipants of comparable background, and through the analysis, to determine whether these programs can teach young adults to find and keep, a job. The findings show that employment program participants obtained longer employment and had greater job satisfaction. The analysis is directed toward planning and designing educational programs that would give effective employment preparation to economically disadvantaged youth.

KEY WORDS: USA, 1987, ARTICLE, ENGLISH, YOUTH, LONGITUDINAL, COMPARATIVE, RESEARCH, ANALYSIS, SOCIAL, EVALUATION, PROGRAM DEVELOPMENT

Mangum, Garth. Youth Transition from Adolescence to the World of Work, Commentaries by Marvin Lazerson and Stephen F. Hamilton, Washington, D.C.: Youth and America's Future: The William T. Grant Commission on Work, Family and Citizenship, 1988, 95p.

The document deals with the different aspects of transition from adolescent to adulthood including the difficulty of this transition; labour market realities; and the sources of career development. It then suggests the alternatives for preparation for work particularly in the area of career development by, for example, initiating programs such as cooperative vocational education.

KEY WORDS: USA, 1988, PAPER, ENGLISH, YOUTH, VOCATIONAL TRANSITION, TRAINING WELFARE REFORM, COOPERATIVE EDUCATION, POLICY, SOCIAL

Parsons, Cynthia. The Bridge: Cooperative Education, Commentaries by Dennis Gray and David Lynn, Morgan V. Lewis, Roy L. Wooldridge, Washington D.C.: Youth and America's Future: The William T. Grant Commission on Work, Family and Citizenship, 1988, 103p.

This paper calls for a need to initiate cooperative education by which much of the work students do be integrated with school education. This would build a bridge connecting full-time schooling with full-time employment. It presents five arguments regarding the importance of school-based work experiences for youth transition to adult work environment. These arguments are based primarily upon examples and statements that support author's recommendation.

KEY WORDS: USA, 1988, ENGLISH, PAPER, YOUTH, VOCATIONAL TRANSITION, COOPERATIVE EDUCATION, WELFARE REFORM, POLICY, SOCIAL

Rist, Ray C. (Ed.). Finding Work: Cross National Perspectives on Employment and Training, London; New York: Falmer Press, 1986.

This book is about how the various countries are responding to unemployment, structural changes in the economy and the work place, retraining of dislocated workers, and strategies that are successful in assisting youth to make the transition from school to work.

KEY WORDS: USA, ENGLISH, 1986, BOOK, SKILL TRAINING, YOUTH, DISLOCATED WORKERS, JOB CREATION, POLICY, ANALYSIS, ECONOMIC

Sipe, Cynthia L. ... [et al]. Summer Training and Education Program (STEP): Report on the 1986 Experience, Philadelphia, PA: Public/Private Ventures, April 1987.

This report presents an analysis of characteristics of both the new group of participants and of the returning first group of youth for their second summer of participation in the program. It also presents an analysis of the costs to operate STEP and the estimated impacts of participation in one and two summers of STEP program. STEP aimed to increase basic skills, and lower dropout and teen pregnancy rates by providing life skills and work experience during three consecutive and intensive summer programs, with ongoing support and personal contact during the intervening school year, to disadvantaged youth.

KEY WORDS: USA, 1987, ENGLISH, REPORT, ASSESSMENT, PROGRAM, YOUTH, VOCATIONAL TRANSITION, COOPERATIVE EDUCATION

Sipe, Cynthia L. ... [et al]. Summer Training and Education Program (STEP): Report on the 1986 Experience, Philadelphia, PA: Public/Private Ventures, Summer 1988.

STEP aimed to increase basic skills, and lower dropout and teen pregnancy rates by providing life skills and work experience during three consecutive and intensive summer programs, with ongoing support and personal contact during the intervening school year, to disadvantaged youth. Present report focuses on new data collected during school year 1986-1987, during the third summer (1987) and from follow-up interviews conducted during fall 1987. Thus , this report covers the program experience of groups II and III and some preliminary postprogram experience of group I of youth participants.

KEY WORDS: USA, 1987, ENGLISH, REPORT, ASSESSMENT, PROGRAM, YOUTH, VOCATIONAL TRANSITION, COOPERATIVE EDUCATION

Westat, Inc. Independent Living Services for Youth in Substitute Care, Washington, D.C.: U.S. Dept. of Health and Human Services, Office of Human Development Services, Administration for Children, Youth and Families, For sale by the Supt. of Docs., U.S.G.P.O., 1986.

This study provides an overview of state policies, programs and services currently being developed to prepare youth in substitute care for independent living. It also explores the experiences and resources available to youth leaving care in four states. Finally, demographic and case history characteristics that were related to the reciept of independent living services are identifies. The last part of this study consists of the major conclusions reached in response to the detailed fidings presented in the proceding chapters.

KEY WORDS: USA, 1986, ENGLISH, REPORT, YOUTH, VOCATIONAL TRANSITION,

INTERNATIONAL

Disabled Persons

Stace, Sheila. "Vocational Rehabilitation for Women with Disabilities", International Labor Review, 126:301-16 May/June 1987.

This article addresses the current lack of vocational rehabilitation measures for disabled women, and highlights the way they have been discriminated against. In the latter part of this article, some suggestions for future actions to remedy the situation are presented.
KEY WORDS: ILO, 1987, ARTICLE, ENGLISH, DISABLED WOMEN, VOCATIONAL REHABILITATION, RECOMMENDATIONS.

Employment Disadvantaged

Bendick, M. Jr. "Dislocated Workers and Mid-Career Retraining in Three Industrial Nations: Some Cross-National Perspectives", in R.C. Rist, ed., Finding Work, Cross National Perspectives on Employment and Training, London; New York: Falmer Press, 1986, pp. 159-172.

This chapter examines three national responses to the problem of dislocated workers victims of economic and technological changes - those of Sweden, Canada, and France. It starts with the Swedish 'active labour market' approach and its components such as starting the reemployment process(counselling, job search etc,.) before unemployment actually begins; wage assistance to support workers for time spent seeking new employment; and recycling the plants and equipment of shrinking firms. In Canada, government assistance to dislocated workers and their communities through Canadian Manpower Consultative Service (MCS) agency by mobilizing local resources rather than importing them is discussed. Finally the French way of dealing with the problem by operating a national system for financing workers' training and obligation to spend on training is examined. The central feature of the French system is that every employer of ten or more employees must make an annual contribution to the financing of training courses.
KEY WORDS: SWEDEN, FRANCE, CANADA, 1986 , BOOK, ENGLISH, EMPLOYMENT DISADVANTAGED, TRAINING, COMPARATIVE, POLICY

Bendick, M. Jr.; Egan, M.L. "Transfer Payment Diversion for Small Business Development: British and French Experience", Industrial and Labour Relations Review, Vol. 40, No. 1, July 1987, pp. 528-542.

This article examines the appeal of self-employment in Britain and France that allow the unemployed to receive transfer payments while attempting to develop their own small businesses. The study discovers that businesses formed under such programs, generate limited incomes and unstable employment. Also, program participants who are hard-to-employ and most in need of assistance in finding employment, are those whose businesses are most likely to fail. It concludes that American policy makers should not expect this approach, now under consideration, to provide major assistance to long-term unemployed. It suggests that grant diversions for small businesses should be just a component of efforts to promote employment opportunities for the hard- to- employ persons.

KEY WORDS: BRITAIN, FRANCE, USA, ARTICLE, 1987, ENGLISH, COMPARATIVE, SELF EMPLOYMENT, WELFARE REFORM, INCOME SUPPORT, EMPLOYMENT DISADVANTAGED, UNEMPLOYED, ANALYSIS, POLICY, ECONOMIC

Older Workers

Cass, Bettina. Income Support for the Unemployed in Australia: Towards a More Active System, Canberra: Australian Government Publishing Service, 1988. (Social Security Review; No. 4).

The main concern of this paper is to examine the link between income support system and labour market concerns. Five major issues are analyzed:1-recognition of an active role for income support such as facilitating job search and labour market flexibility; 2-compatibility of income support programs to diverse characters of unemployed people;3- the difference between short term and long-term unemployment; 4- effects of unemployment on unemployed people;5-stronger link between income support and labour market programs focusing on improved job search and vocational training.

KEY WORDS: AUSTRALIA, 1988, PAPER, ENGLISH, ANALYSIS, UNEMPLOYED, YOUTH, WOMEN, OLDER WORKERS, SOCIO-ECONOMIC, WELFARE REFORM,

Other

Battle, Ken. "Planning the Welfare Mix: Making Fuller Use of Human Resources," Eurosocial, No.45. Vienna, Austria: European Centre for Social Welfare Training and Research, 1987.

A summary of the discussions that took place in four-day conference (International Expert Meeting on "Social Innovations", Spring 1986 in Montebello, Quebec) as well as 24 background papers written for the meeting. It discusses economic and social changes; their impact on the social security system; a wide range of international examples of social innovations to meet social challenges such as labour exchange agency for the retired(Hungry), active support of local economic initiatives (Austria), decentralization of social services (U.K.) etc,.; and limitations and problems of such social innovations. It suggests that we have to look beyond governments for new solutions to social problems and consider the active role of individuals and communities in designing and implementing solutions to the economic and social problems within the context of a diverse welfare mix.

KEY WORDS: AUSTRIA, 1987, ARTICLE, ENGLISH, WELFARE REFORM, POLICY, ANALYSIS, ECONOMIC, INCOME SUPPORT, CONFERENCE, COMMUNITY, PROGRAM DEVELOPMENT

Gray, Anne; Meyer, Peter. "Workfare....Work?..Fair?", Initiatives, Vol. 3, No. 4, August 1986.

This article looks at workfare and its implications. it starts with the description of workfare and its examples and continues with its implications and parallels in USA and Britain. The article concludes with an alternative approach in dealing with inadequacies of present workfare system as it suggests a need for a mechanism to share out work with shorter hours without reducing workers' income, and would do so at the expense of those who could afford- companies with good profits, and rich individuals.

KEY WORDS: BRITAIN, USA, 1986, ENGLISH, ARTICLE, WORKFARE, WELFARE REFORM, ALTERNATIVES

International Labour Office. Bibliography of Published Research of the World Employment Programme, Geneva, Switzerland: 1988.

This bibliography is organized, by topic, into 12 chapters:
1-publications on the World Employment Programs;2-comprehensive employment planning;3- manpower planning and labour market information systems;4-basic needs and income distribution;5- labour market analysis and the informal sector;6-rural poverty, rural industrialization and employment;7- migration and urbanisation;8- population and employment; 9-technology and employment;10- emergency employment schemes and special employment programs; 11-structural adjustment and international division of labour; 12-women.

KEY WORDS: INTERNATIONAL, ILO, 1988, ENGLISH, FRENCH, BIBLIOGRAPHY, EMPLOYMENT PROGRAM

Lagergren, Marten. "Employment, Economy, and Care in Sweden by the Year 2000", Social Science Med., Vol. 25, No. 2, 1987, pp. 103-110.

This is an analysis of the relationship between employment, economy, and welfare within the context of a study titled "Care in Society". It argues that the changes in the swedish economy in terms of the growing labour force; the changing structure of labour force; the expansion of public welfare system; and hours of work per week, will create problems for employment as well as for the public welfare. It continues with the examination of possible solutions to these upcoming problems.

KEY WORDS: SWEDEN, 1987, ARTICLE, ENGLISH, SOCIO-ECONOMIC ANALYSIS, WELFARE REFORM

Melvyn, Peter. "Welfare and Employment: Implications for Social Legislation, "Eurosocial", No. 45, Vienna, Austria: European Centre for Social Welfare Training and Research, 1987, 5 pages.

Notes from International workshop on Welfare and Employment: Implications for Social Legislation, held in Vienna, September 27- October 1, 1986. Three major area of discussions were: legal aspects of Local Employment Initiatives (LEI); the promotion of LEIs and similar experiments through the use of public funds reserved for income support programs; and local support systems for LEIs and LEIs functioning as cooperatives.

KEY WORDS: AUSTRIA, 1987, SEMINAR, ENGLISH, ARTICLE, INCOME SUPPORT, COMMUNITY, POLICY, ECONOMIC

Ogborn, Keith. Workfare in America: An Initial Guide to the Debate, Woden, ACT: Social Security Review, Department of Social Security, [1986].

This paper is divided into three parts. Part one explains what is happening in the United States - what "workfare" means and how far it has been put into practice. The second part of the paper looks at the argumets about workfare that are currently taking place in the U.S.A. The final part briefly examines the implications for Australia because much of the current debate on workfare in Australia is influenced by workfare in the U.S.

KEY WORDS: AUSTRALIA, 1986, ENGLISH, PAPER, WORKFARE,

Single Parents

Duskin, Elizabeth. "Lone-Parenthood and the Low-income Trap", The OECD Observer, 153, August-September, 1988.

In this article the author argues that in modern industrialised countries, it is generally agreed that lone mothers too should work outside home. Yet policies that help women and their children to move from economic deprivation to self-sufficiency are too rare. It presents obstacles to paid employment for lone-mothers and what supports could be given to remedy the situation. It concludes with some suggestions for improving the policies regarding employable lone-mothers.

KEY WORDS: INTERNATIONAL, 1988, ARTICLE, ENGLISH, WOMEN, SINGLE PARENT, POLICY, WELFARE DEPENDENCY, SOCIO-ECONOMIC, CRITIQUE,

Unemployed

International Labour Conference, 75th Session, 1988. Employment Promotion and Social Security; Report V(1), Geneva: ILO, 1987.

The purpose of this report is to transmit to governments the texts of the proposed Convention and Recommendations, based on the Conclusions adopted by the Conference at its 73rd session concerning a balance between employment promotion and social security which guarantees income to the unemployed and at the same time stimulate the economy.

KEY WORDS: INTERNATIONAL, ILO, 1988, ENGLISH, UNEMPLOYED, INCOME SUPPORT

McLaughlin, Eithne; Millar, Jane; Cooke, Kenneth. Work and Welfare Benefits, Aldershot, Hants, England: Avebury; Brookfield, Vt.: Gower Publishing Company, 1989, 147 pp.

This is a qualitative research. It examines the factors that influence unemployed men in their decisions about returning to work; and the factors that influence women married to unemployed men in their decisions about part-time jobs. In the six chapters, it examines how the concern about work incentives has influenced policy; describes the objective of the study; analyses labour market supply and demand; examines that the idea of unemployment itself might be disincentive to work; describes the families perception of the financial incentives to work; and finally discusses the policy implications of the study results.

KEY WORDS: ENGLAND, ENGLISH, 1989, BOOK, RESEARCH, QUALITATIVE, UNEMPLOYED, INCENTIVE/DISINCENTIVE, POLICY, SOCIAL,

Youth

Chapman, Paul G.; Tooze, Michael J. The Youth Training Scheme in the United Kingdom, Aldershot, Hants, England: Brookfield, Vt.: Avebury, 1987, 124 pp.

This study examines the background to the Youth Training Scheme (YTS) and economic effectiveness of it. It also discusses in detail, the objectives and the structure of the YTS. It presents different aspects of youth training including the theory of training, specific recommendations for the development of the YTS and the measurement difficulties associated with its assessment.

KEY WORDS: GREAT BRITAIN, 1987, ENGLISH, BOOK, YOUTH, SKILL TRAINING, ASSESSMENT, RECOMMENDATIONS

Finn, Dan. Training Without Jobs: New Deals and Broken Promises, Baskington, U.K.: MacMillan, 1987, 242 p.

This book traces the developments from the introduction of compulsory schooling to the creation of the two-year Youth Training Scheme (YTS) in Britain and its implication for the youth, particularly working-class youth. It argues that training schemes may stop school leavers falling into long-term unemployment, but many trainees have found themselves in workplaces on low allowances doing the same work as others who receive a full wage. The author shows that how such programs are cover up to the fact of youth unemployment; and how under the cover of unemployment, they shift the whole educational /training reecources and planning in a way to be defined exclusively in terms of employer's needs. The book concludes with a discussion of the many reforms necessary to bring the training schemes towards the interest of the youth. It argues that there has been enough of training aimed at the individual employability. What is needed now is employment including training for jobs not for covering the fact of unemployment.

KEY WORDS: BRITAIN, 1987, BOOK, ENGLISH, YOUTH, TRAINING, CRITIQUE, EMPLOYMENT

Unesco. Employment-Oriented Educational Programmes for Disadvantaged Youth: A Memo to Municipal Decision-Makers, Paris: Unesco, 1986.

This study has been issued by Unesco as a contribution to the search for solutions to the problem of the difficult transition from school to work for disadvantaged youth in both, industrialized and developed countries. The approach that has been taken in this booklet, is that how this transitional problem has been experienced, viewed, and above all-treated in the local level? For that purpose, brief case studies on innovative local employment-oriented educational projects and programs conducted in the early 1980s in six countries of Canada, Mexico, Britain, The Socialist Republic of Viet Nam, Yugoslavia, and Zimbabwe are presented. Then, the findings are summarized in an action-oriented "Memorandum" to municipal decision-makers concerned with employment initiatives for disadvantaged youth.

KEY WORDS: INTERNATIONAL, UNESCO, 1986, ENGLISH, YOUTH, VOCATIONAL TRANSITION, EMPLOYMENT PROGRAMS

LIST OF JOURNALS

American Economic Review, 76, May 1986, p.219-223, U.S.A.

Canadian Public Policy, XIV:2, 1988, p.125-136, Canada

Canadian Review of Social Policy:, No. 19, October 1987.

Canadian Review of Social Policy, No. 22, November, 1988.

Canadian Social Work Review, Vol. 6, No.1, Winter 1989.

Challenge, 30, July/August 1987, p. 41-8.

Clearinghouse Review, Vol. 21, No. 1, May 1987. U.S.A.

Eurosocial, No.45. Vienna, Austria: European Centre for Social Welfare Training and Research, 1987.

Evaluation and Program Planning, Vol. 11, No. 2, 1988, p. 105-114

Evaluation Review, Vol. 11, No. 1, February 1987, p. 84-110.

Evaluation Review, Vol. 11, No. 4, Aug. 1987, p. 428-451, p.493-509.

Focus, Vol. 11, No. 1, Spring 1988, p. 1-4, p. 17-24.

Focus, Vol. 9, No.3, Fall and Winter, 1986.

Industrial and Labour Relations Review, Vol. 40, No. 1, July 1987, p. 528-542.

Industrial Relations, Vol. 24, No 1, Winter 1985.

Initiatives, Vol. 3, No. 4, August 1986.

International Labor Review, 126, May/June 1987, p. 301-316

Journal For Human Resources, Vol. 22, No. 2, 1987, pp. 157-193

Journal of Policy Analysis and Management, Vol. 7, No. 2, 264-288, 1988

Journal of Policy Analysis and Management, Vol.8, No.2, Spring 1989, p. 209-228.

Labour Relations News, June 1987.

NATCON, Vol. 15, Employment and Immigration Canada, 1987.

Perception, V.10, N.3, Jan.-Feb. 1987, p.9-10

Public Welfare, Spring 1987.

Public Welfare, 45, Fall 1987, p. 13-25.

Social Casework, 68, 1987, p. 400-405.

Social Science Med., Vol. 25, No. 2, 1987, p. 103-110.

Social Service Review, Vol. 61, No. 2, 1987, p. 247-260.

Social Work, Vol. 31, No. 4, July-August, 1986, p. 266-272.

Social Work, Vol. 33, No. 2, 1988, p. 105-109.

The Entrepreneurial Economy, Vol. 6, No. 3, March, 1987.

The New Republic, Vol. 195, July 7, 1986, p. 22-23.

The OECD Observer, 153, August-September, 1988.

Women's Education =Education des femmes, Vol. 4, No. 1, Fall 1985

Women's Education =Education des femmes, Vol. 6 No. 1, Winter, 1988.